

Gender Equality Index 2017

Measuring gender equality
in the European Union 2005-2015

Main findings



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Gender Equality Index 2017 - Measuring gender equality in the European Union 2005-2015. Main findings

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Country abbreviations

AT	Austria
BE	Belgium
BG	Bulgaria
CY	Cyprus
CZ	Czech Republic
DE	Germany
DK	Denmark
EE	Estonia
EL	Greece
ES	Spain
FI	Finland
FR	France
HR	Croatia
HU	Hungary
IE	Ireland
IT	Italy
LT	Lithuania
LU	Luxembourg
LV	Latvia
MT	Malta
NL	Netherlands
PL	Poland
PT	Portugal
RO	Romania
SE	Sweden
SI	Slovenia
SK	Slovakia
UK	United Kingdom
EU-28	28 EU Member States

Glossary

DG	directorate-general
EHIS	European Health Interview Survey
EIGE WMID	Women and Men in Decision-Making (EIGE's Gender Statistics Database)
EIGE	European Institute for Gender Equality
EQLS	European Quality of Life Survey
EU LFS	European Union Labour Force Survey
EU SILC	European Union Statistics on Income and Living Conditions
EU	European Union
Eurofound	European Foundation for the Improvement of Living and Working Conditions
EWCS	European Working Conditions Survey
FRA	European Union Agency for Fundamental Rights
FTE	full-time equivalent
ILO	International Labour Organisation
JRC	European Commission's Joint Research Centre
MS	Member State
p-p.	percentage point(s)
PPS	Purchasing Power Standard
STEM	science, technology, engineering and mathematics
VAW	violence against women
WHO	World Health Organisation



1. What does the Gender Equality Index present?

Gender equality is a fundamental value of the European Union and is essential for its development, growth and cohesion. As such, measuring progress in gender equality is an integral part of effective policymaking. Since its launch in 2013, the Gender Equality Index of the European Institute for Gender Equality (EIGE) has been recognised for its notable contribution to policy debates and increased awareness about gender equality at the EU and national levels.

The Gender Equality Index is a composite indicator that measures the complex concept of gender equality. It is a comprehensive measure for assessing the state of art and monitoring progress in gender equality across the EU over time. The Index relies on a conceptual framework that embraces different theoretical approaches to gender equality and

integrates key gender equality issues within the EU policy framework (EIGE, 2013). It offers an easy-to-interpret measure for gender equality, indicating how far (or close) the EU and its Member States are from achieving gender equality. To this end, it measures gender gaps and takes into account the context and different levels of achievement of Member States. Since the Index considers gaps that are to the detriment of either women or men as being equally problematic, a high overall score reflects both small (or absent) gender gaps and a good situation for all (e.g. good quality of work of both women and men). Finally, it suggests the different outcomes of EU and national policies for women and men and supports the development and implementation of evidence-based policymaking in the area of gender equality. The indicators used for each domain and sub-domain can be found in Table 1 in the Annex.

Figure 1: Domains and sub-domains of the Gender Equality Index





The Gender Equality Index consists of eight domains. The six domains (work, money, knowledge, time, power and health) are combined into a core Index that is complemented by two additional, equally important, satellite domains of violence and intersecting inequalities (Figure 1). They belong to the framework of the Gender Equality Index in all respects, but do not impact the overall score. The full conceptual framework is presented in the first edition of the Gender Equality Index (ElGE, 2013).

The six core domains assign scores for Member States between 1 for total inequality and 100 for full equality. Each core domain is further divided into sub-domains, which cover the key issues within the respective thematic areas. Based on the conceptual framework, 31 indicators have been chosen to monitor developments in gender equality in the six core domains in every Member State as well as the EU-28 in total. The Gender Equality Index is formed by combining these indicators into a single summary measure. The Index provides results for each domain and sub-domain which helps every Member State to identify in which fields most progress has been made or where greater efforts are needed to make a positive contribution to gender equality.

The Gender Equality Index has played an important role in informing policy developments in the European Union (EU) — through Council Conclusions; European Parliament reports, resolutions and opinions; reports by the European Commission; national governmental reports; opinions of civil society organisations; statistical yearbooks and research findings. The European Parliament recently called for the EU institutions to introduce the Gender Equality Index in the monitoring system of the proposed EU mechanism on democracy, the rule of law and fundamental rights (European Parliament, 2016). This publication synthesises the main findings of the 3rd edition of the Gender Equality Index.

The Gender Equality Index was launched for the first time in June 2013, based on 2010 data. In June 2015, ElGE presented the second edition of the Index, which for the first time enabled a comparison over time by providing scores for 2005, 2010 and 2012. The 3rd edition enables the monitoring of developments in gender equality in the EU over the past 10 years, by providing scores for 2005, 2010, 2012 and 2015.



2. What is new in the Gender Equality Index 2017?

The Gender Equality Index 2017 measures how far (or close) the EU and its Member States were from achieving gender equality in 2005, 2010, 2012 and 2015. The 3rd edition of the Index went through several important methodological updates, which required the recalculation of the previous scores of the Gender Equality Index to keep the time series intact and allow for meaningful comparisons over time.

It is the first time that all domains of the core Index have been populated with data. The sub-domain of social power, previously left empty due to a lack of EU-wide comparable data, measures gender gaps in decision-making in media, sports and research. The sub-domain of health/risk behaviour is also populated with data for the first time, assessing diet, smoking and alcohol use, as well as the physical activity levels of women and men.

The 3rd edition provides a broader scope to understanding trends and progress in gender equality, by significantly developing the Index's two satellite domains. To reflect the notion that freedom from gender-based violence is an integral part of gender equality, the core set of indicators is aggregated into a composite measure of violence, which reflects the current knowledge on the extent of violence against women in Member States. It is designed to facilitate the monitoring of the extent of violence against women in the EU on a regular basis and across all Member States. More generally, it seeks to support Member States in meeting their commitment to eradicate violence against women. Due to conceptual and statistical reasons, the composite measure

of violence against women does not impact the overall score of the Index. The updated framework and analysis of the domain of violence is presented in the report *Gender Equality Index 2017: Measurement framework of violence against women* (2017d).

Furthermore, a unique feature of the 3rd edition of the Gender Equality Index is the satellite domain of intersecting inequalities, the analysis of which is applied within each domain and sub-domain. The Index provides aggregated data, where available, which shows how gender intersects with age, education, family composition and parenthood, country of birth and disability. Some of the more salient findings regarding intersecting inequalities are highlighted in this publication. Ultimately, the evidence calls for an intersectional approach in policymaking to target unique experiences of disadvantage and discrimination for both women and men. Additionally, the data gaps highlighted in the main report necessitate improved data collection and harmonisation reflecting different social factors. For a more thorough overview of the intersecting inequalities approach, refer to the separate publication *Gender Equality Index 2017: Intersecting inequalities* (EIGE, 2017b).

The full data that have been used to calculate the Index is available in *Gender Equality Index 2017: Main report* (EIGE, 2017c) and in the interactive interface on EIGE's website ⁽¹⁾. Methodological updates are described in detail in the separate publication *Gender Equality Index 2017: Methodological report* (EIGE, 2017e).

⁽¹⁾ Access the interactive interface here: <http://eige.europa.eu/gender-equality-index>



3. Trends in gender equality in the EU over the past 10 years

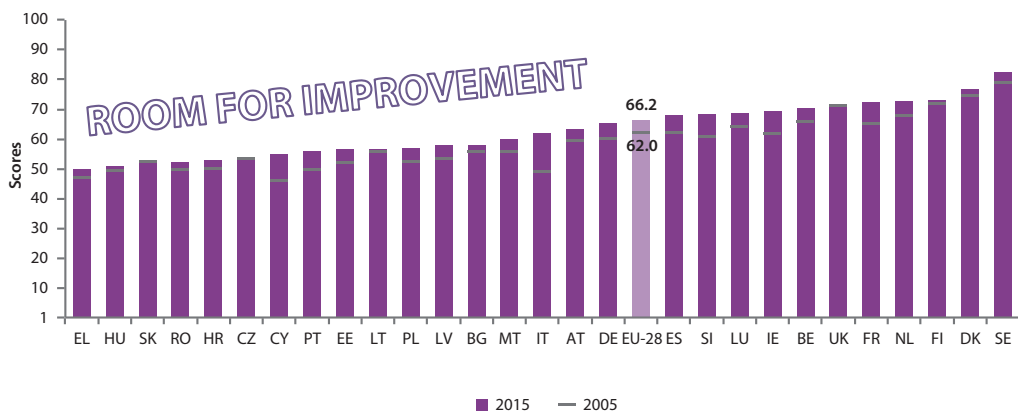
The results of the Gender Equality Index show marginal progress from 2005 to 2015. With an average score of 66.2 out of 100 in 2015, a 4.2-point increase since 2005, the EU-28 is progressing at a snail's pace towards gender equality (Figure 2). There is great variability in the performance of Member States, with scores ranging from 50.0 in Greece to 82.6 in Sweden. Sweden and Denmark have been the most gender-equal societies throughout this 10-year period. At the other end of the spectrum, Greece, Hungary, Slovakia and Romania need the most improvement. Nearly two thirds of the Member States fall below the EU-28 average score.

The majority of the Member States improved their overall scores from 2005 to 2015. The largest progress can be seen in Italy (+ 12.9), followed by Cyprus (+ 9.2). Ireland and Slovenia improved their scores by 7.6 points each, followed closely by France (+ 7.4).

In all of the aforementioned Member States, the main driver of progress has been improved balance in decision-making, except for Cyprus where the score for the domain of knowledge also increased. Croatia, Cyprus, Latvia and Spain improved in all six core domains, while Denmark and Finland progressed in only two domains.

Changes in the scores have led to shifts in the ranking over time. Italy rose from 26th position in 2005 to 14th position in 2015. Cyprus also significantly improved its position, from last place in 2005 to 22nd place in 2015. France, Ireland, Poland and Portugal rose by two positions each (Table 2 in the Annex). A few Member States, however, have seen a stagnation in their overall scores. The 2015 scores of the Czech Republic, Finland, Lithuania, Slovakia and the UK are all nearly the same as they were in 2005. The Czech Republic did not improve its score

Figure 2: Gender Equality Index, scores for the EU Member States, 2005 and 2015





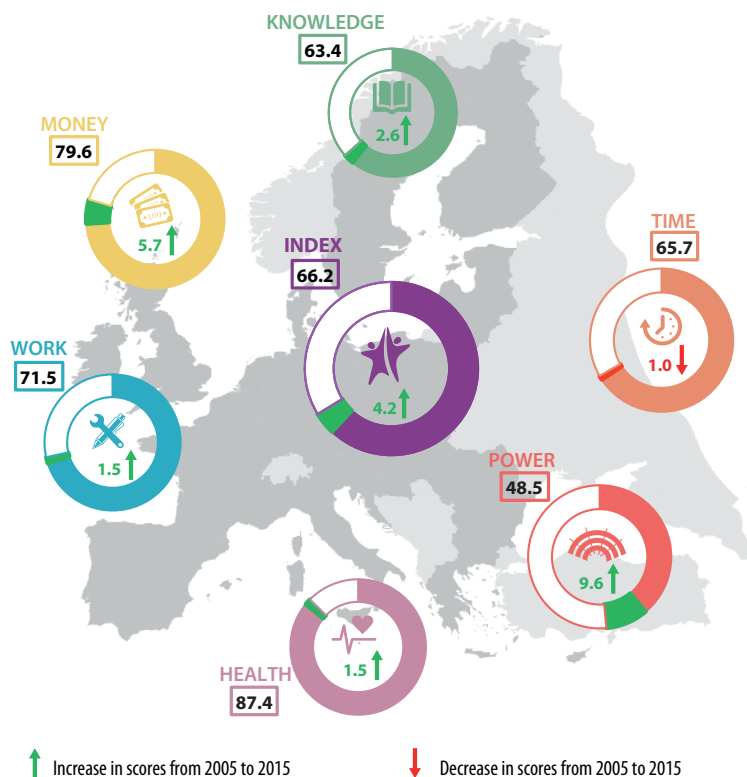
in 10 years, lowering its ranking by six positions (from 17th to 23rd). Slovakia's score also did not change during this period, dropping from the 19th position to 26th. Bulgaria, Croatia, Hungary, Spain, and the UK were each two positions lower in 2015 than in 2005.

Over 10 years, 12 countries lost points in one domain (BE, BG, CZ, DK, FR, LT, LU, HU, NL, PL, RO, UK), Germany, Slovakia and Finland had lower scores in two domains, and Greece in three domains. Overall, significant improvements are still needed in all Member States in order to reach gender-equal societies where women and men can enjoy equal levels of well-being in all areas of life. The Gender Equality

Index helps Member States identify these issues and points out which population groups face additional challenges.

The domain of power has the lowest score in the Gender Equality Index, but also shows the most improvement (Figure 3). The decrease in scores over the past 10 years has been observed in the domain of time — the only domain with a lower score than 10 years ago. Nearly half of the Member States lost points in this domain, which has the third-lowest score in the Index. The score for the domain of health is the highest, but progress is slow and the most prominent inequalities are in the sub-domain of health behaviour.

Figure 3: Scores of the Gender Equality Index and its domains, 2015 and changes from 2005





4. Domain of work: 10 years of slow progress

The domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions. This domain considers paid work and captures three key areas: participation in the labour market, gender segregation and quality of work. The average score for the domain of work increased by only 1.5 points in the last 10 years, to 71.5 (Figure 4). From 2005 to 2015, most Member States experienced at least minor progress in the area of paid work. Only in Romania did the score drop slightly (- 1.5), while in five Member States nearly no change took place during these 10 years (CZ, DK, SI, SK, FI). Major improvements can be found in Malta (+ 10.2) and Luxembourg (+ 5.9).

The sub-domain of participation in the labour market increased by 2.3 points (to 79.8). This sub-domain combines two indicators: the rate of full-time equivalent (FTE) employment and the duration of working life. The FTE employment rate is obtained by comparing a worker's average number of hours worked

to the average number of hours of a full-time worker, taking into account the higher incidence of part-time employment among women. Overall, in the EU the gender gap in the FTE employment rate is as high as 16 percentage points to the disadvantage of women. Sweden, Finland and Estonia are performing best in this sub-domain while Italy, Malta and Greece are at the bottom of the ranking. Almost no improvement has taken place in the sub-domain of segregation and quality of work (+ 0.7 points, to 64.0). This sub-domain measures the participation of women and men in the sectors of education, human health and social work activities (EHW), as well as the quality of work, which is measured by flexible working time arrangements and career prospects. Gender gaps in the quality of work and work-life balance highlight concerns about the opportunities available to women and men to have stable and prospective careers, and the ability to reconcile work and private life. The Netherlands, Malta and Denmark are the best-performing Member States in this sub-domain, with the most room

Figure 4: Scores of the domain of work, EU Member States, 2005 and 2015

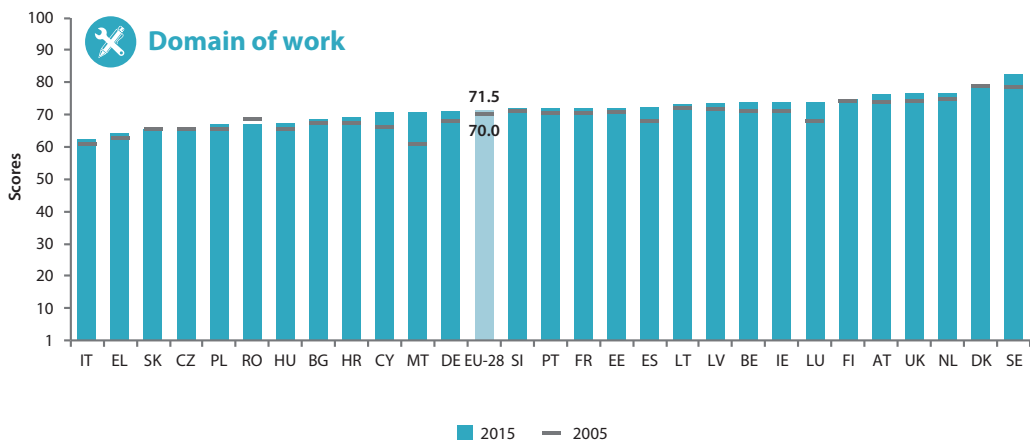
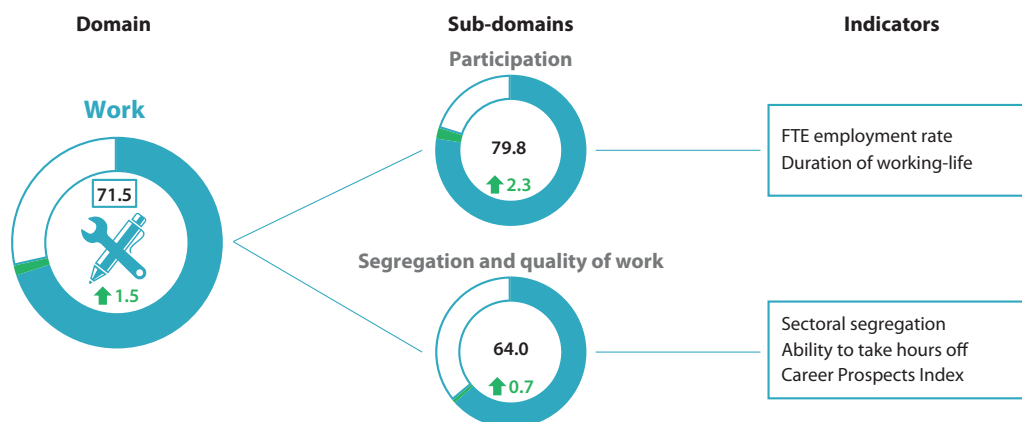




Figure 5: Scores of the domain of work, EU-28, 2015 and change from 2005, and indicators used



for improvement in Poland, the Czech Republic, and Slovakia (Table 3 in the Annex).

Participation in employment is particularly limited for women with low qualifications and women with disabilities

In 2015, the overall full-time equivalent (FTE) employment rate in the EU-28 was 40 % for women and 56 % for men. The gender gap in the FTE employment rate varies across the Member States — from an 8 percentage point gap in Finland and Sweden, to a 27 percentage point gap in Malta — and gaps have mostly narrowed over the last 10 years. However, this convergence is partially due to lower FTE employment rates for both women and men, which reflect the enduring impact of the economic crisis.

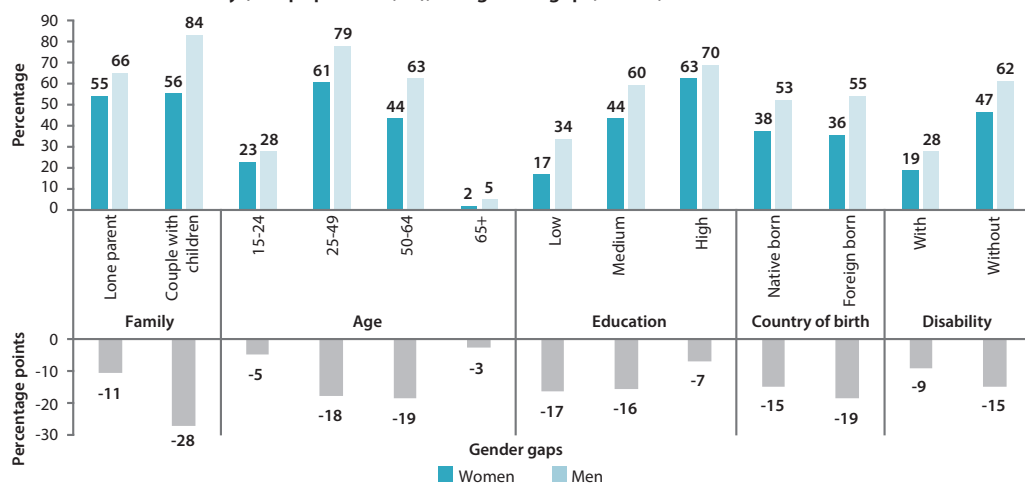
The intersection of gender with other social factors reveal significant differences in access to the labour market (Figure 6). The lower the educational level, the lower the FTE employment rate for both women

and men, and the higher the gender gap. Women with low qualifications participate in the labour market at only half the rate of low-qualified men (17 % and 34 %, respectively). Moreover, almost every second woman (45 %) and every fifth man (26 %) with low qualifications in the EU works in a precarious job and there are 6 million women and 2 million men with low educational attainment that have never been employed (EIGE, 2017g).

Labour market participation is also much lower among women and men with disabilities relative to people without disabilities. While the FTE employment rate for women with disabilities is 19 %, it is 9 percentage points higher for men with disabilities. The gender gap is partially attributed to the fact that there are more women than men among the older population, who are more likely to have disabilities. Even in the working age population (ages 20-64), gender differences persist — almost half (45 %) of working-age women with disabilities are economically inactive, compared to 35 % of men in the same category. Low labour market participation, low work intensity and discrimination are among the main underlying factors that result in a higher risk of poverty and social exclusion among people with disabilities relative to the general population (EIGE, 2016c).



Figure 6: Full-time equivalent employment rate by sex, age, family type, level of education, country of birth and disability (15+ population, %), and gender gaps, EU-28, 2014



Source: EIGE's calculation, EU LFS.

Note: Calculated as: (sum of total working hours/mean working hours on full time jobs)/population. Disability status based on EU SILC.

Women with children would benefit most from improved work–life balance policies

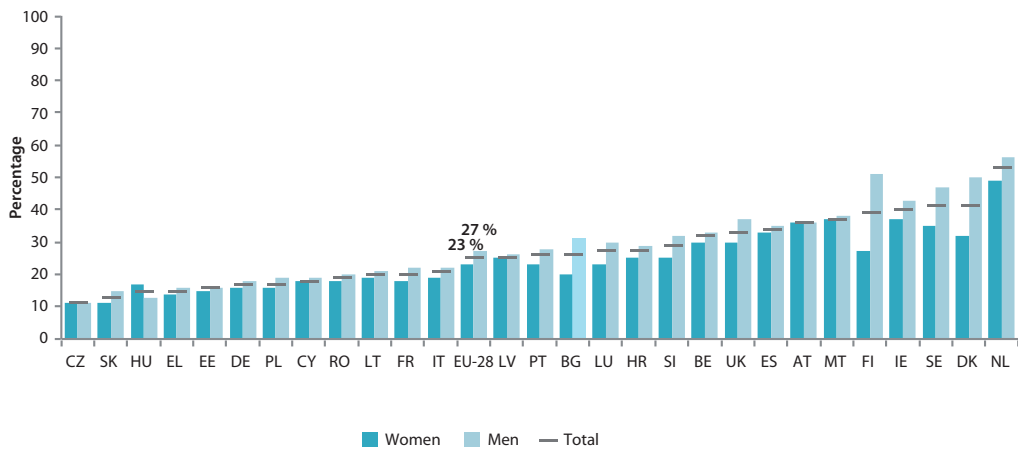
Family formation affects women's and men's participation in paid work differently. Employment participation is lower for women with children than men with children, regardless of whether they live with a partner or if they raise children on their own. The gender gap in the FTE employment rate among couples with children is 28 percentage points in favour of men; among single parents, the gender gap is 11 percentage points in favour of lone fathers. Lone mothers participate in the labour market to nearly the same extent as women with children living in a couple (55 % and 56 %, respectively). When considering unpaid domestic work,

these gender gaps are even more pronounced. As described later in the domain of time, the gender gap in caring duties is 20 percentage points higher for lone mothers than for women living in a couple with children.

There are also gender differences in the degree of work flexibility: in EU-28, only 23 % of women and 27 % of men feel it is 'very easy' for them to take an hour or two off during their working hours to take care of family or personal matters. There are major differences between Member States, ranging from no gender gap in the Czech Republic and Austria, to a 24-percentage point gap in Finland. Considering that women are often primary care givers, challenges in achieving work–life balance impacts mostly on their participation in employment and their working conditions.



Figure 7: Ability to ‘very easily’ take an hour or two off during working hours to take care of personal or family matters by sex and EU Member State (15+ workers, %), 2015



Source: EIGE’s calculation, Eurofound, EWCS.

Gender segregation in employment is resistant to change

Despite reinforced political commitments by the Member States and the European Commission, there has been little progress in reducing gender segregation. Women usually take jobs in sectors that are generally characterised by low pay, low status, low value, poor career prospects, fewer options for upskilling and often with informal working arrangements. The concentration of women and men in different sectors and occupations is a major cause of the gender pay gap, gender gap in pensions and women’s overall economic dependence throughout life.

Employment in education, human health and social work remains dominated by women. In 2015, nearly four times more women than men worked in this sector (30 % and 8 %, respectively). The gender gap varies by Member State, from 12 percentage points in Romania, to 31 percentage points in both Finland and Sweden. It is notable that only two Member States, Hungary and Sweden, saw a slight narrowing of the gender gap, while it increased more significantly in Croatia (by 5 p.p.), and in Ireland and Portugal (by 4 p.p.). Conversely, employment in science, technology, engineering and mathematics (STEM) remains largely dominated by men. At the EU level, men represent over eight in ten workers in STEM occupations (EIGE, 2017f).



5. Domain of money: despite an increase in average income, poverty reduction remains a challenge

The domain of money examines gender inequalities in financial resources by measuring gender gaps in monthly earnings and income, and in the economic situation of women and men by focusing on poverty and income distribution. With a score of 79.6 in 2015, the domain of money shows an improvement of 5.7 points since 2005 (Figure 8). It is the Index's second-fastest improving domain with the majority of the Member States improving their scores. The fastest progress is observed in Slovakia (+ 12.5) and Malta (+ 12.1) since 2005, while seven Member States (DE, ES, HR, IT, LU, PT and UK) show marginal progress (less than 3point increases). Only one country, Greece, has a deteriorating score over the 10-year period (- 1.2 points).

For all Member States, progress has been driven by gains in the sub-domain of financial resources for

women and men, which covers monthly earnings and income. The average score increased by 12.1 to 73.0 points. The best-performing Member States in this sub-domain are Luxembourg, Belgium and Sweden; the Member States with the most room for improvement are Latvia, Bulgaria and Romania.

However, the sub-domain of economic situation, which measures both risk of poverty and income inequality, has declined continuously over 10 years by 3.0 points (to 86.7). The Czech Republic, Slovakia and Slovenia have the highest scores in this sub-domain in 2015, while Romania, Estonia, Bulgaria and Latvia have the lowest, indicating the highest levels and largest gender gaps in poverty and income inequalities (Table 4 in the Annex).

Figure 8: Scores of the domain of money, EU Member States, 2005 and 2015

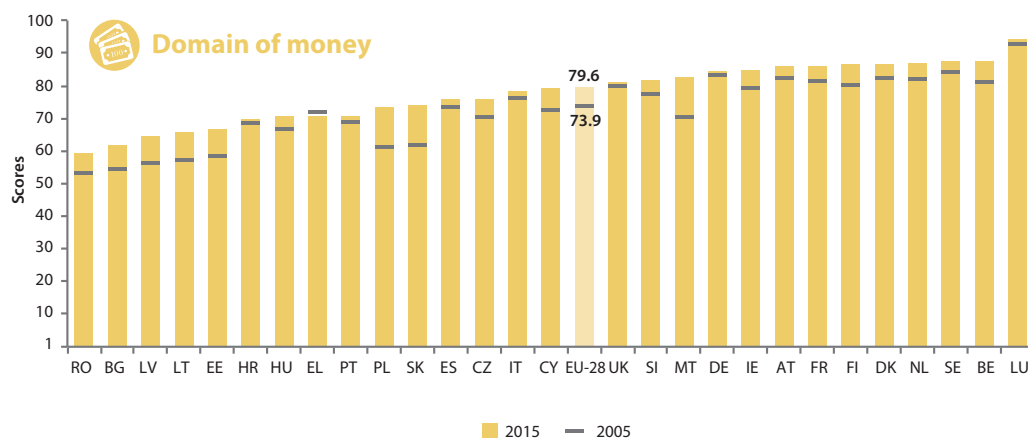
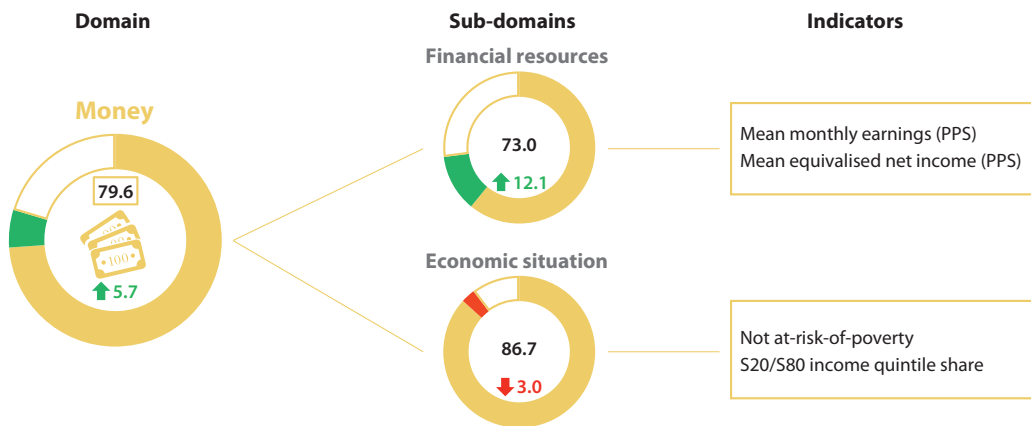




Figure 9: Scores of the domain of money, EU-28, 2015 and change from 2005, and indicators used



Having children means a financial penalty for women and an earnings boost for men

Monthly earnings have gradually increased for both women and men, and income gaps have slightly narrowed, but women on average still earn less than men. The EU-average gender gap in monthly earnings of 20 % masks wide disparities at the national level, ranging from a 50 Purchasing Power Standard (PPS) gap in Romania to a 752 PPS gap in Germany. The gap between women’s and men’s earnings is affected by a range of factors such as age, education, country of birth, education, disability, and most particularly by family type (Figure 10).

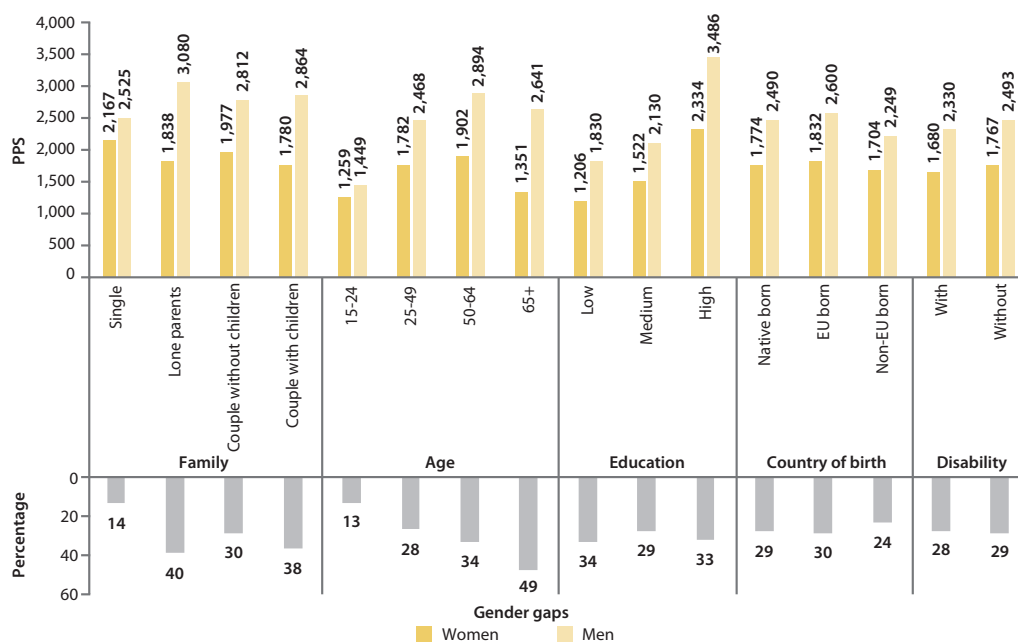
A single man earns on average 14 % more per month than a single woman. The gap is wider among people in a couple without dependent children (30 %), and is even higher with the presence of a dependent child or children, both among people living in

a couple (38 %) and among lone parents (40 %). For women, every family type, except being single, involves lower earnings. Women in a couple with no children earn 91 % of a single woman’s earnings, but this drops to 82 % for women in a couple with children and 85 % for lone mothers.

These figures support the notion that having children rewards men and results in a financial penalty for women. These effects are often referred to as the ‘motherhood pay gap’ and ‘fatherhood premium’ (ILO, 2015). This could be partly explained by the fact that family planning may involve postponing having children until the income is high enough and when parents (mostly fathers) have decent jobs and pay. Additionally, women and men living in a couple with no dependent children are either younger couples who are at the beginning of their careers or older couples whose children are already grown up. These data further highlight the need to consider the heterogeneity of mothers and fathers, and how gender and family type intersect and affect their finances.



Figure 10: Mean monthly earnings in PPS by sex, age, family type, level of education, country of birth and disability and gender gaps, EU-28, 2014



Source: EIGE's calculation, EU SILC.

Notes: EU-born and non-EU born are based on EU-23, (data on DE, EE, LV, MT and SI missing). Earnings and income are expressed in Purchasing Power Standard (PPS), an artificial currency that accounts for differences in price levels between Member States. Gender gaps are calculated as the difference between the mean monthly earnings of men and of women as a percentage of the mean monthly earnings of men. Migrant background is defined through country of birth into broad groups: national born and non-national born, with the latter further divided into two groups (non-EU born: born outside of the EU-28 or EU-born: born in another EU country). Country of birth is defined as the country of residence of the person's mother at the time of their birth. Disability is defined as having some or severe limitation in everyday activities.

The risk of poverty is more than double for those born outside the EU

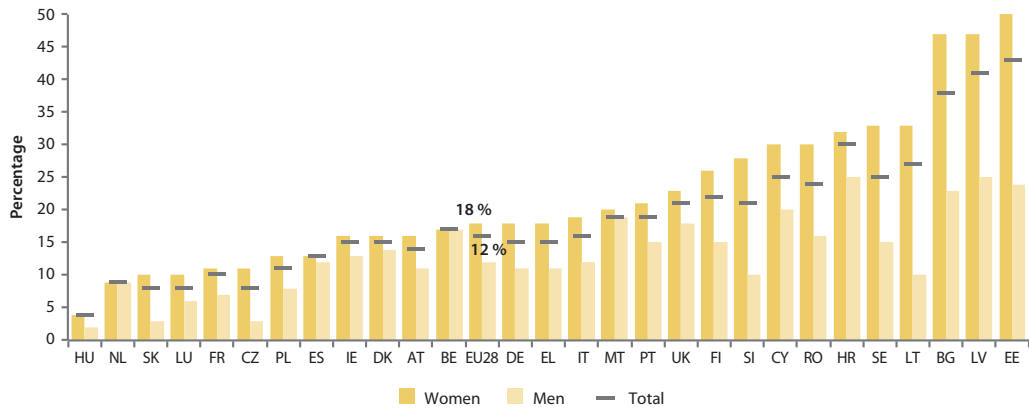
The share of the EU-28 population at risk of poverty has increased slightly over the past 10 years. In 2015, 17 % of women and 16 % percent of men over the age of 16 were at risk of monetary poverty, compared to 16 % of women and 14 % of men in 2005. Among Member States, the share of women and men at risk of poverty in 2015 varied greatly,

ranging from 10 % of women and 7 % of men in the Czech Republic, to 25 % of women and 19 % of men in Latvia. Nine Member States count a fifth or more of their female population as being at risk of poverty (BG, EE, EL, ES, HR, IT, LV, LT and RO) compared to four Member States where there is a similar proportion of the male population in poverty (EL, ES, LT and RO).

Women's and men's risk of poverty is affected by a range of intersecting inequalities. The groups at highest risk of poverty (above the EU-28 average) regardless of gender include single people,



Figure 11: At-risk-of-poverty rate of older people by sex and EU Member State (75+ population, %), 2015



Source: Eurostat, EU SILC (ilc_li02).

non-national born people, lone parents, young people (15-24), people with low educational levels, and people with disabilities. Women and men born outside the EU have double the risk of poverty (36 % for women and 38 % for men) than people born in the country where they live, highlighting how the migration process affects the possibility for women and men to achieve economic independence.

Lifetime inequalities lead to acute gender gaps in old age

Lower employment rates, higher levels of economic inactivity, part-time work, career breaks, segregation in the labour market, and direct and indirect discrimination lead to persisting gender pay gaps in earnings and income, which undermine women's economic independence throughout their lives.

The tendency for men to receive higher pensions than women is observed in all Member States. In most Member States, retirement pensions are

based on the principle of continuous full-time paid employment. In addition, in recent years, pension reforms have introduced longer periods of gainful employment as criteria to qualify for pension benefits. Both criteria generally privilege men, as women's life course often involve periods of unpaid care work and an average of 5 years shorter working lives than men. This contributes to women's significant risk of poverty in old age (Figure 11).

In 2012, the gender gap in pensions amounted to 38 % in the EU-28 on average, ranging from 5 % in Estonia to 45 % in Germany (EIGE, 2015b). The gap in income between women and men of retirement age (65+) is the highest of all age groups (12 percentage points, compared to 5 percentage points for the general population). This translates to a higher at-risk-of-poverty rate for older women (75+) in EU-28 than older men (18 % versus 12 %). There are remarkable differences across the Member States in the rate of women aged 75 and over being at risk of monetary poverty, ranging from 4 % in Hungary and 9 % in the Netherlands to 47 % in Bulgaria and Latvia and 50 % in Estonia.



6. Domain of knowledge: gender segregation persists despite improving educational attainment

Education is a driver for social change and can be a powerful tool for achieving gender equality, social inclusion and the elimination of poverty (EIGE, 2016c; EIGE, 2017f). The domain of knowledge measures gender inequalities in educational attainment, gender segregation as well as participation in formal and non-formal education and training over the life course. The score in the domain of knowledge increased slightly in the last decade, by 2.6 points, to 63.4 in 2015. The situation in this domain improved in most Member States (Figure 12). The largest score increase can be observed in Cyprus (+ 15.1), followed by Greece (+ 8.4), Luxembourg (+ 7.4) and Italy (+ 7.3). Drops in the score can be found in the UK (- 4.0) and Germany (- 2.4).

The sub-domain of attainment and participation shows a score increase of 5.1 points (to 72.1). Luxembourg is at the top of the rankings, which is the most-improved Member State with an 18.6-point increase, followed by the UK and Denmark. The most improvements in the educational attainment field need to take place in Romania, Bulgaria and Italy.

The second sub-domain of segregation in education experienced almost no change (+ 0.4, reaching a score of 55.6). The share of men studying the fields of education, health and welfare, humanities and arts is not increasing. In the past 10 years, a positive trend can be observed in Cyprus (+ 17.9 points) and the score dropped substantially for Germany (- 8) and Malta (- 7.6) (Table 5 in the Annex).

Figure 12: Scores of the domain of knowledge, EU Member States, 2005 and 2015

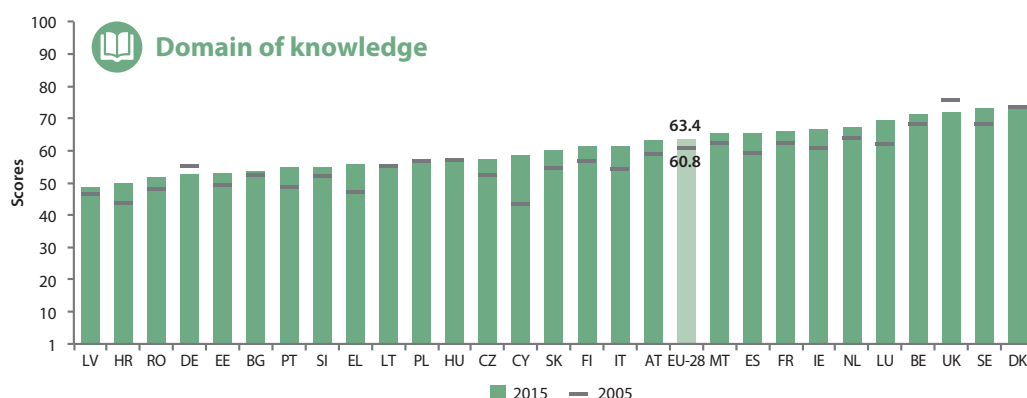
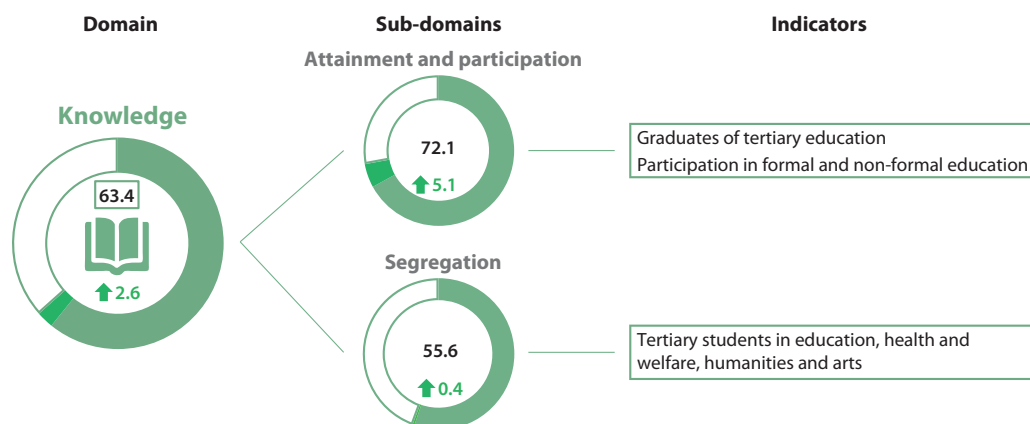




Figure 13: Scores of the domain of knowledge, EU-28, 2015 and change from 2005, and indicators used



Young men are losing out on educational attainment

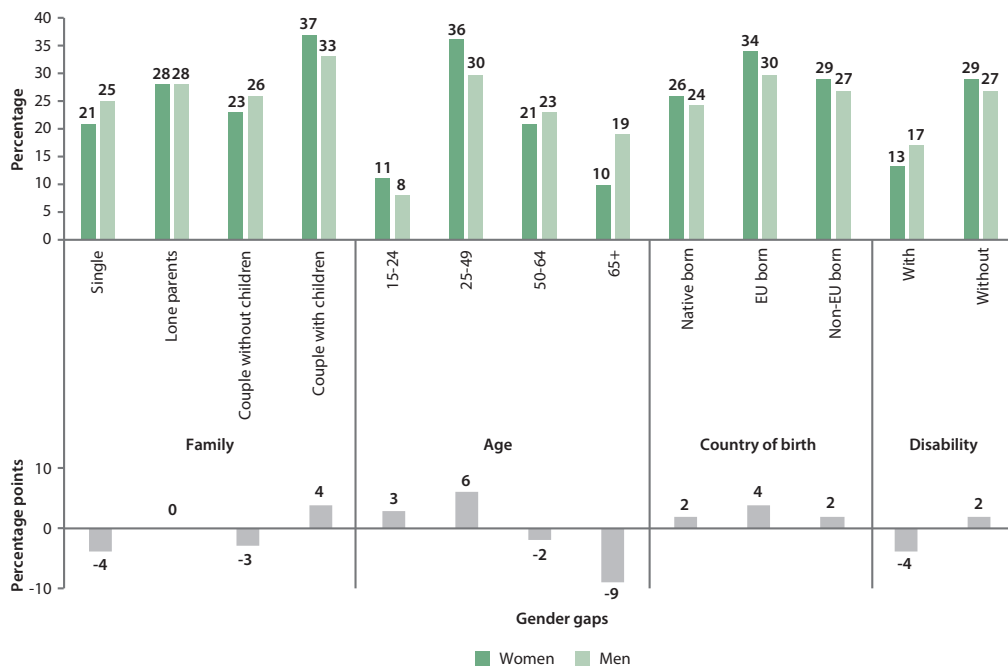
From 2005 to 2015, the proportion of women and men graduating from tertiary education in the EU-28 has risen evenly by 6 percentage points, to 24 %. The European Commission has set a target of increasing the proportion of young people who complete tertiary education to at least 40 % by 2020. However, the intersection of gender and age uncovers gender gaps and generational differences in educational attainment. While in previous generations more men than women completed tertiary education, the gender gap is reversed among younger people (age 25-49). Women aged 30-34 have already exceeded the Europe 2020 target of 40 % by 3 percentage points, whereas the percentage of men with tertiary education in the same age group was 9 percentage

points lower. This marks a widening of the gender gap since 2005, when it was 4 percentage points lower.

With few exceptions across population groups, women — irrespective of whether they are national born or non-national born — generally have higher educational attainment relative to men. Nonetheless, their opportunities to exercise knowledge and skills in the labour market are far more limited, often working in sectors and occupations where their knowledge and skills are not fully utilised or recognised. In comparison to men, women more frequently withdraw from the labour market, more often face precarious employment and lower pay (EIGE, 2017g), and are more affected by the 'glass ceiling' or the 'sticky floor', all of which prevent their occupational progression (EIGE Gender Equality Glossary and Thesaurus).



Figure 14: Graduates of tertiary education by sex, family type, age, country of birth and disability (15+ population, %), and gender gaps, EU-28, 2014



Source: EIGE'S calculations, EU LFS, Eurostat, (edat_lfs_9912).

Note: Country of birth refers to year 2015; age group 15-74.

No progress in the participation in lifelong learning

Lifelong learning, or the opportunity to acquire and develop skills throughout the life course, is a policy priority of the EU; the Council has set a 15 % target participation rate of adults in lifelong learning by 2020. It is of growing importance, in order to keep up with the changing labour market and job requirements, especially for people with low levels of qualifications (European Commission, 2016). There are currently 64 million women and men aged 25-64 with low levels of qualifications in the EU (EIGE, 2017g).

Despite the importance of education and training over the life course, the average participation of women and men in formal and non-formal education and training in the EU-28 is as low as it was 10 years ago (17 % and 16 %, respectively). Breaking down the data by various social factors reveals additional insights. For example, when taking only the working-age population (25-64) into account, just 4 % of women and men with low levels of qualifications participate in education and training, whereas participation is five times higher for women who have completed tertiary education and four times higher for men with tertiary education. These low figures are worrying, as persons with low levels of qualifications are often detached from the labour market or working in precarious employment and could benefit greatly from upskilling (EIGE, 2017g).



Gender differences in the domain of knowledge are closely related to the domain of time. The share of women who consider family responsibilities an obstacle to participating in education and training is almost double the share of men ⁽²⁾.

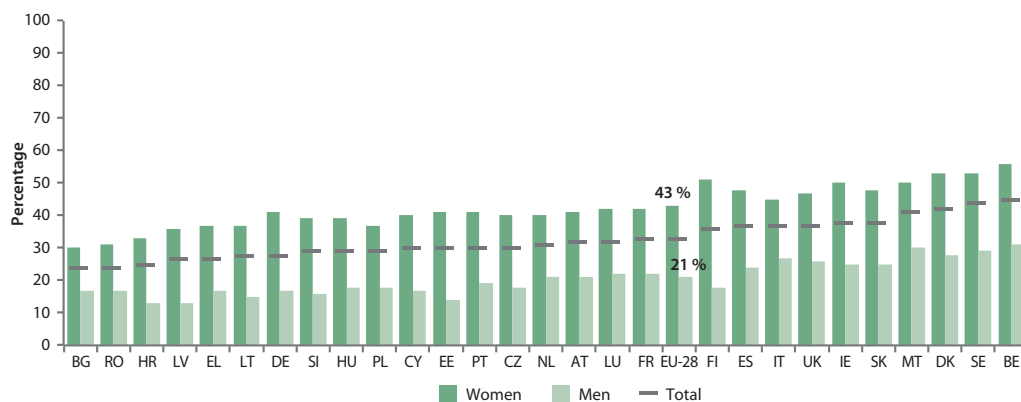
Decreasing interest among men to study education, health and welfare

Gender segregation remains a persistent challenge for gender equality in the EU, as shown by the almost-unchanged score of the second sub-domain. The Gender Equality Index measures gender segregation by the gender gap in the fields of education, health, welfare, humanities and arts. Women, who represent around three quarters of tertiary students in the fields of education (78 %), health and welfare

(71 %) and humanities and the arts (65 %) in the EU, traditionally dominate these fields. Out of all women in tertiary education in 2015, nearly half (43 %) studied one of these fields, in contrast to only 21 % of male tertiary students (Figure 15).

The level of gender segregation in education varies among Member States, with the lowest gender gap in Bulgaria (13 p.p.), Romania (14 p.p.) and Italy (17 p.p.). The sharpest gender differences are in Finland (33 p.p.), Estonia (27 p.p.), Belgium, Denmark and Ireland (25 p.p. each). The average gender gap in 2015 was 22 percentage points in the EU-28. The gender gap has narrowed most in the Netherlands (- 10 p.p.) and Germany (- 6 p.p.). In both cases the share of women and men studying in these fields decreased, but more so for women. At the same time, the gender gap increased in 12 Member States (BE, BG, EE, IE, ES, LV, HU, MT, PL, RO, SI, FI).

Figure 15: Women and men studying in the fields of education, health and welfare, humanities and the arts by EU Member State (% out of all male and female tertiary students), 2015



Source: Eurostat, Education Statistics (educ_uoe_enrt03).

⁽²⁾ Eurostat, Adult Education Survey (AES), 2011 (trng_aes_176).



7. Domain of time: gender inequalities in time use are persisting and growing

The domain of time attempts to capture gender inequalities in the allocation of time spent on care, domestic work and social activities. This domain is important from a gender equality perspective because it takes into account unpaid work, which women spend a disproportionate amount of time carrying out. This is affected by gender stereotypes that associate domestic and care work with women and paid work with men, having the effect of devaluing care work. At 65.7, this domain has the third-lowest Index score. Furthermore, it is the only domain with a lower score than in 2005 (by 1.0 point). Member States' scores in the domain of time vary significantly, ranging from 42.7 points in Bulgaria to 90.1 points in Sweden. Only eight Member States had some increase in their domain scores in the past 10 years, most significantly in Latvia (+ 6.7), the Czech Republic and Spain (both + 6.0). On the other hand, 12 Member States regressed in this field. The biggest drop in the score took place

in Slovakia (- 9.1) followed by Belgium (- 9) and Bulgaria (- 8.3).

The first sub-domain is related to the involvement of women and men in care and domestic activities. This sub-domain shows a mere 0.1-point score increase in 10 years at the EU level. Time use in care and domestic activities is the most gender-equal in Sweden, Latvia and Denmark, and the least in Bulgaria, Croatia and Greece. In 10 Member States the situation deteriorated, the most in Slovakia (- 22.6), Lithuania (- 14.4) and Romania (- 14.1). Time use in care and domestic activities has become more balanced in Spain (+ 13.6), Malta (+ 12.5) and Latvia (+ 12.3).

The score of the second sub-domain that measures involvement in sporting, cultural and leisure activities combined with volunteering and charitable activities decreased on average by 2.0 points in

Figure 16: Scores of the domain of time, EU Member States, 2005 and 2015

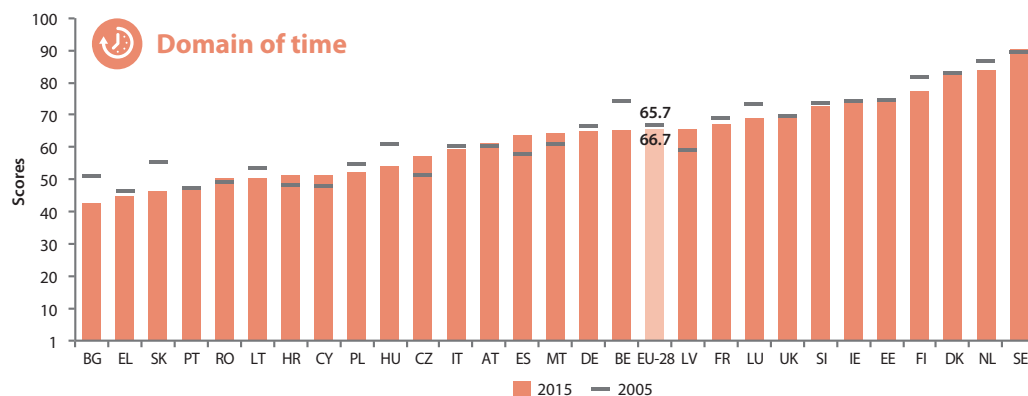
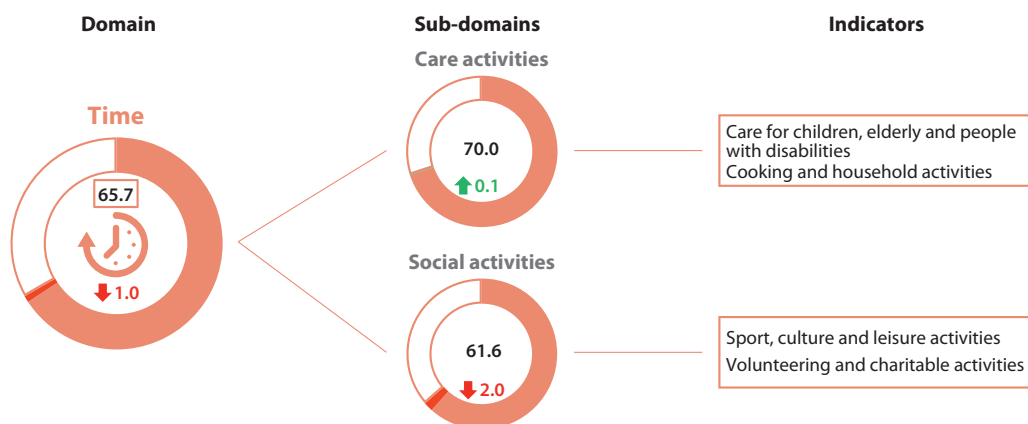




Figure 17: Scores of the domain of time, EU-28, 2015 and change from 2005, and indicators used



10 years. Time use in social activities has become more balanced in eight countries, with the largest score increase observed in the Czech Republic (+ 10.6) and Romania (+ 7.6). Within the sub-domain of social activities, the most gender-equal Member States are Sweden, the Netherlands and Denmark. The Member States with the most unequal time use in social activities are Romania, Portugal and Bulgaria. Eighteen Member States lost points in this sub-domain, with the most drastic score decreases in Luxembourg (– 10.9), Belgium (– 9.9) and Bulgaria (– 7.5) (Table 6 in the Annex).

The unpaid care burden is especially high among non-EU born women

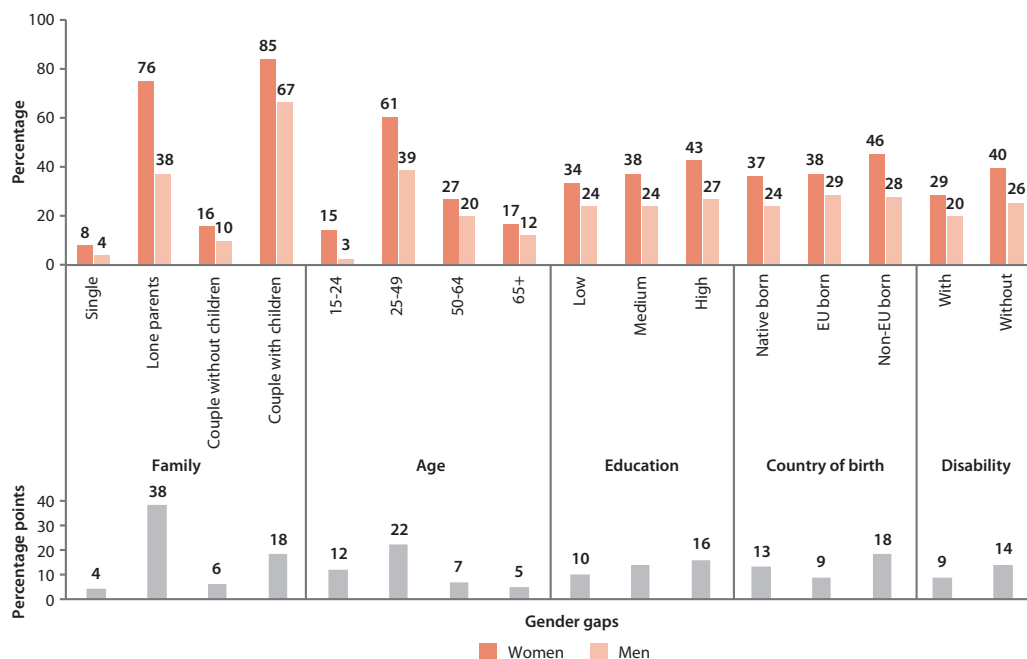
According to data from 2015, 38 % of women (compared to a quarter of men) were engaged in care for children, grandchildren, older people and/or people with disabilities in the EU, every day for 1 hour or more. There are large variations across the Member States — in Germany 26 % of women and 19 % of men spend at least 1 hour on caring and educating activities, while in Cyprus this is the case

for 50 % of women and 34 % of men. Due to demographic trends in the EU and persisting gender stereotypes, it can be expected that the percentage of women caring for older people will increase in the future. Care responsibilities frequently pose challenges for work–life balance — as many as 10 % of women in the EU-28, compared to 0.5 % of men, either do not work or work part-time because of care responsibilities.

Most care work is done by younger people (age 25–49), as they are the ones who most likely have children. Even when living as a couple with children, significantly fewer men reported spending an hour daily in caring activities than women did (85 % and 67 %, respectively) in 2016. When compared to national-born people, women and men who have moved within the EU (i.e. they were born in one EU Member State and now live in another) share care responsibilities more equally. At the same time, nearly half (46 %) of women who are born outside of the EU, compared to 28 % of men born outside of the EU, have care responsibilities. This is reflected in the EU’s very high inactivity rates of women born outside the EU; 39 % of women and 20 % of men were economically inactive in 2015.



Figure 18: Population involved in care at least 1 hour per day by sex, family type, age, level of education, country of birth and disability status (18+ population, %), and gender gaps, EU-28, 2016



Source: EIGE's calculation, Eurofound, EQLS.

Only every third man engages daily in cooking and housework

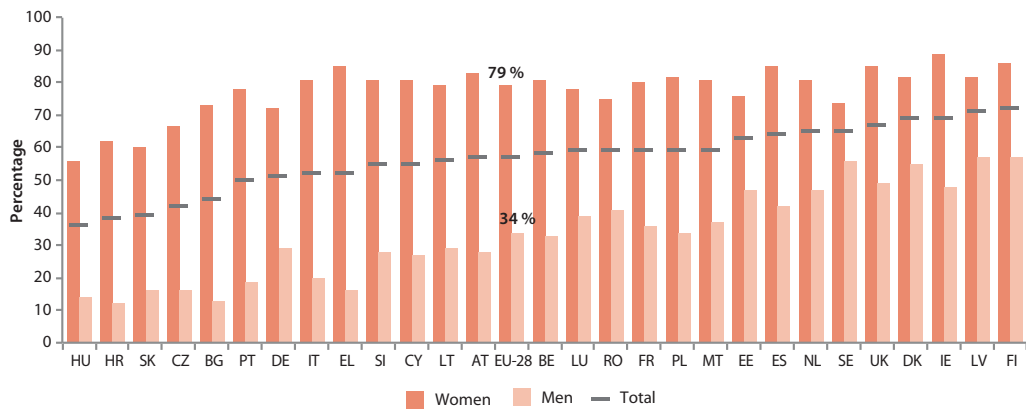
Cooking and housework are an everyday reality in the majority of households. Nevertheless, the gender gap in engagement in cooking and housework activities has been consistently and strikingly high for the EU-28 overall, as well as for most Member States. Only 34 % of men engage in cooking and housework every day for 1 hour or more, in comparison with 79 % of women (Figure 19). More importantly, over the last 10 years, there has been almost no improvement towards gender equality in this area across the EU. The gender gap in cooking and housework activities in 2005 was as high as 46 percentage points, and has narrowed by only 1 percentage point in 10 years.

In the last 10 years, Sweden and Denmark have consistently had the lowest gender gaps, of below 30 % each, while the highest gaps of 60 % and over are found in Bulgaria, Greece, Italy and Portugal.

Significant gender gaps exist across all social groups, with the widest gap observed among couples with children as 92 % of women and 32 % of men in these couples spend an hour per day on cooking and housework in the EU. However, even in couples without children, the difference between women's and men's engagement in housework is strikingly high (50 percentage points). In contrast, the smallest gender differences in housework engagement are among single women and men, and lone parents. Not only do women engage in unpaid work more often, but their overall working hours (counted as both paid and unpaid work) are also longer than



Figure 19: People doing cooking and housework every day for 1 hour or more by sex and EU Member State (18+ population, %), 2016



Source: EIGE's calculation, Eurofound, EQLS.

men's. In other words, when time spent on unpaid work is added to working hours spent on paid work, women in the EU perform more work in total, i.e. 55 hours per week in comparison with 49 hours worked by men (Eurofound, 2016).

More men have time for sporting, cultural or leisure activities

In general, in 2015, more men are engaged in sporting, cultural and/or leisure activities outside their home in all Member States, except for Denmark, Hungary and Finland. Gender gaps range from 12 percentage points towards men workers in Cyprus to 15 percentage points towards women workers in Finland. While more than 50 % of workers participate in these activities in Denmark, the Netherlands, Finland and Sweden, this was only the case for 7 % of workers in Romania and around 15 % of workers in Greece, Hungary, Portugal and Slovakia.

The unequal division of time between women and men affects women's capabilities to spend time on social activities. In the EU, 28 % of women workers and 32 % of men workers participate at least every other day in these activities. The largest gender gap can be found among young workers (15-24), where 39 % of young women and 56 % of young men carry out sporting, cultural and/or leisure activities. Workers with higher education are involved in more social activities, but men more so than women. 37 % of women with high qualifications and 43 % of high-educated men do sport or are involved in cultural or leisure activities, compared to 20 % of women and 21 % of men with low qualifications. Moreover, the involvement of both women and men workers in voluntary or charitable activities marginally decreased between 2010 and 2015. The intersection of gender with other social factors influence women's and men's organisation of daily life as well as their access to resources for childcare or other services. Therefore, it is crucial to integrate an intersectional perspective into any efforts that strive to improve women's and men's work-life balance.



8. Domain of power: gender balance in decision-making makes slow, but steady progress

The domain of power measures gender equality in decision-making positions across the political, economic and social spheres. This domain has made the biggest progress since 2005, showing a steady increase of 9.6 points, to 48.5. However, this is the lowest score of all domains. In the last 10 years, the most significant progress in this domain was achieved in Italy (+ 29.2), France (+ 24.6) and Slovenia (+ 24.1) (Figure 20). All but five Member States — the Czech Republic (– 7.0), Slovakia (– 3.8), Finland (– 3.1), Lithuania (– 0.7) and Malta (– 0.4) — improved their scores in this domain.

The sub-domain of political power examines the representation of women and men in national parliaments, government and regional/local assemblies. Political decision-making has the second-highest sub-domain score of 52.7, an 8.9-point increase. The highest female representation in politics in 2015 is

in Sweden, followed by Finland and France, and the lowest in Hungary, Cyprus and Slovakia.

The sub-domain of economic power is measured by the proportion of women and men on corporate boards of the largest nationally registered companies listed on stock exchanges and national central banks. This sub-domain had the most progress (+ 14.5) over time. Still, the score is low, at 39.5. The highest level of gender equality in economic power is in France, Slovenia and Sweden, and the lowest in the Czech Republic, Greece and Slovakia.

For the first time, the Gender Equality Index presents data in the sub-domain of social power, which includes data on the gender balance in decision-making in research-funding organisations, media and sport. The score is the highest of all sub-domains (55.0), but it is still only just over half-way towards gender equality and only experienced

Figure 20: Scores of the domain of power, EU Member States, 2005 and 2015

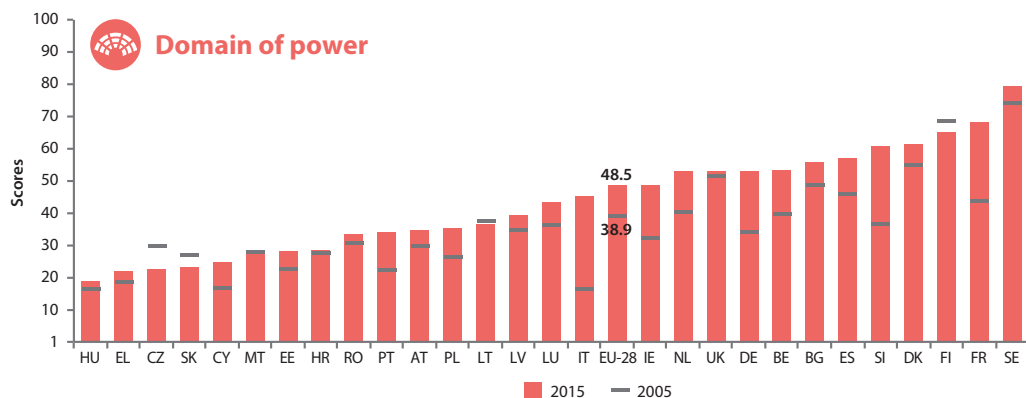
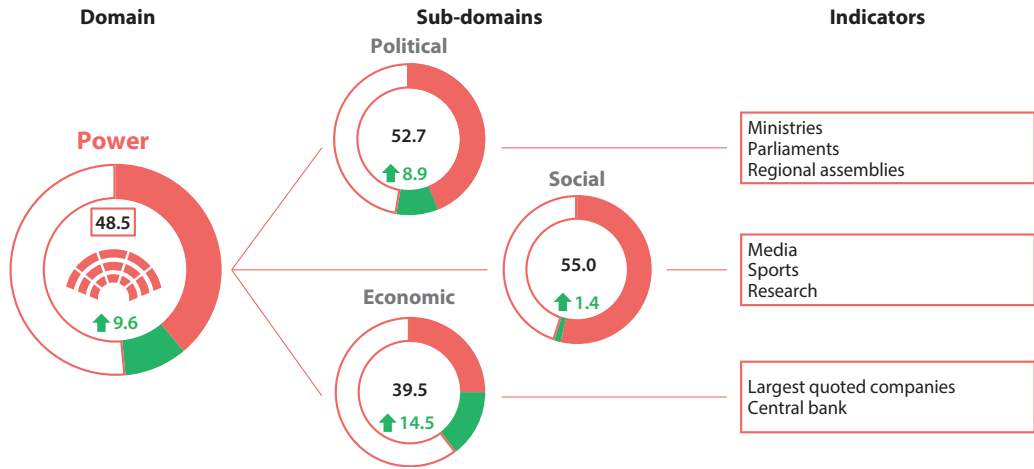




Figure 21: Scores of the domain of power, EU-28, 2015 and change from 2005, and indicators used



a 1.4-point increase in the past 10 years. The highest level of equality in social power is in Sweden, followed by Ireland and Finland, and the least-equal Member States are Hungary, Estonia and Greece (Table 7 in the Annex).

Progress in gender equality is most pronounced on corporate boards

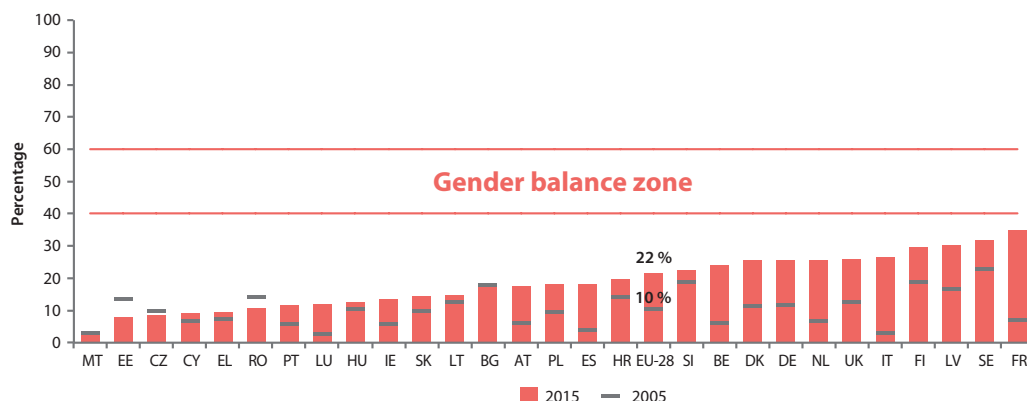
The growing numbers of women in economic decision-making, particularly since 2010, can be largely attributed to major legislative initiatives taken both at the national and EU levels and extensive public debates in this area. In 2012, the Commission set a minimum objective of a 40 % presence of the under-represented gender among non-executive directors, by 2018 for listed public undertakings and by 2020 for companies listed on stock exchanges.

In the past 10 years, the proportion of women on the boards of the largest listed companies in the EU-28 more than doubled (Figure 22). The largest increases were observed in France, Italy, the Netherlands, Belgium, Spain, Denmark and Germany. Twelve Member States have at least 20 % women members on corporate boards (BE, DK, DE, FR, HR, IT, LV, NL, SI, FI, SE, UK), but in five Member States, women account for less than 10 % of board members (CZ, EE, EL, CY, MT). In 2015, 60 % of the largest companies had more than one woman on their board, and the proportion of the largest companies with all-male boards dropped to 21 % (compared to 50 % in 2005).

Regarding financial decision-making, men continue to dominate central banks and finance ministries. In 2015, central banks across the EU were almost entirely led by men. Of the 28 central bank governors, only one — from Cyprus — was a woman; and there were only two women finance ministers — from Romania and Sweden.



Figure 22: Share of women on the boards of largest quoted companies, supervisory board or board of directors, by EU Member State (%), 2005 and 2015



Source: EIGE's calculation, EIGE's Gender Statistics Database, WMID (Women and Men in Decision-Making).

Note: 2005 (3-year average 2004, 2005, 2006), 2015 (3-year average 2014, 2015, 2016).

Legislative quotas seem to accelerate progress in political decision-making

On average, in the EU-28 the number of women holding positions in national parliaments has gradually increased over the last 10 years, from 21 % in 2005 to 28 % in 2015. Regional parliaments/local assemblies followed this overall trend, with women's representation slowly increasing from 26 % in 2010 to 28 % in 2015. However, top leadership positions of these assemblies remain men-dominated at all levels, and trajectories towards gender equality in national parliaments are very uneven. On one hand, women's share of parliamentary seats in Italy more than doubled from 12 % in 2005 to 30 % in 2015, in Slovenia from 12 % to 27 %, and in France from

14 % to 26 %. On the other hand, this proportion decreased from 25 % to 21 % in Bulgaria in the same period. In Hungary, Romania and Malta women's representation has consistently been the lowest in the EU-28 (at around 10 %) since 2005.

As of 2017, nine EU Member States have legislative quotas applicable to national parliaments in place (BE, IE, EL, ES, FR, HR, PL, PT, SI). Most progress occurred in Member States in which quotas have been in place for the longest time (BE, FR, PT, SI). In the recent election results (including 2017), just four Member States (ES, FR, PT, SI) met or are close to meeting a quota target. In other Member States, substantial improvements are needed: Poland is 8 percentage points below the target, Greece 13 percentage points and Croatia 19 percentage points ⁽³⁾.

⁽³⁾ Information on legislative and voluntary quotas in place in countries around the world can be found in the Quota database: <http://www.quotaproject.org>



Men take decisions in research funding, media and sports

This edition of the Gender Equality Index has populated the sub-domain of social power with data for the first time. Social domains have symbolic and educational significance and play a powerful role in shaping social norms, public opinion and perceptions about gender equality (European Commission, 2012).

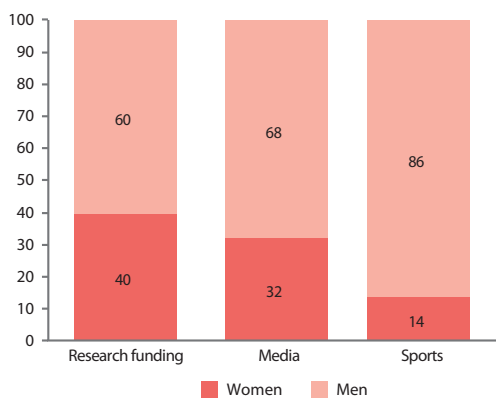
In 2016, women accounted for 40 % of members and 27 % of heads of decision-making bodies of research funding organisations in the EU. Ten Member States have balanced proportions, with at least 40 % of women and men members (BE, BG, IE, ES, IT, LU, RO, SI, FI, SE). However, women account for less than one third of the members of decision-making bodies in 11 Member States, and there are no women at all in decision-making bodies of the organisations in Hungary and Estonia.

Gender imbalance is also common across the EU media landscape. Although nearly two thirds of graduates of journalism courses are women, women hold only one third of board memberships (and 22 % of board presidencies) of public broadcasting entities across the EU. The percentage of women holding board seats went up from 31 % in 2014 to 35 % in 2016. Based on a 3-year average, in only six

Member States did women fill more than 40 % of the positions as board members (BG, IE, LU, RO, SE, UK).

The representation of women in top decision-making positions in sports federations (14 % on average) is the lowest of the sub-domain. As with research organisations and public broadcasting organisations, the gender gap widens as the seniority of the position increases: only 5 % of the presidents of sports federations in the EU-28 are women.

Figure 23: Share of women and men in decision-making in research funding organisations (2016), media (2015) and sports (2015), (%)



Source: EIGE's calculation, EIGE's Gender Statistics Database, WMID (Women and Men in Decision-Making).

Note: For media, 2015 (3-year average 2014, 2015, 2016).



9. Domain of health: gender inequalities in health is an increasing challenge for ageing societies

Health is shaped by biological, behavioural, environmental, economic, social, cultural, and political factors — all of which are linked to gender. This domain focuses on differences between women and men in terms of health status, behaviour, and access to health structures. The score in this domain has improved only by 1.5 points in the past 10 years, to 87.4. There are visible differences between Member States, from a score of 70.4 in Romania to a score of 94.1 in Sweden (Figure 24). In 12 Member States, the score has remained nearly unchanged since 2005; in Denmark and Greece the situation deteriorated by 1.5 points each.

The sub-domain of health status looks at the differences in life expectancy of women and men together with self-perceived health and healthy life

years (also called disability-free life expectancy). The score for this sub-domain increased by 2.7 points, to 91.2. The best situation in this sub-domain is in Sweden, Ireland and Malta, and at the bottom are Lithuania, Latvia and Poland. Latvia and Hungary are the only countries that substantially improved, by more than 5 points each. For the first time, the 3rd edition of the Gender Equality Index has populated the sub-domain of health behaviour with data, basing the health behaviour factors on recommendations made by the World Health Organisation (WHO) on healthy behaviour (namely fruit and vegetable consumption, physical activity, smoking and alcohol consumption). The score for this sub-domain is 75.4. Sweden, the UK and Austria are closest to gender equality in this sub-domain and Romania, Bulgaria and Lithuania are the furthest. Access to health

Figure 24: Scores of the domain of health, EU Member States, 2005 and 2015

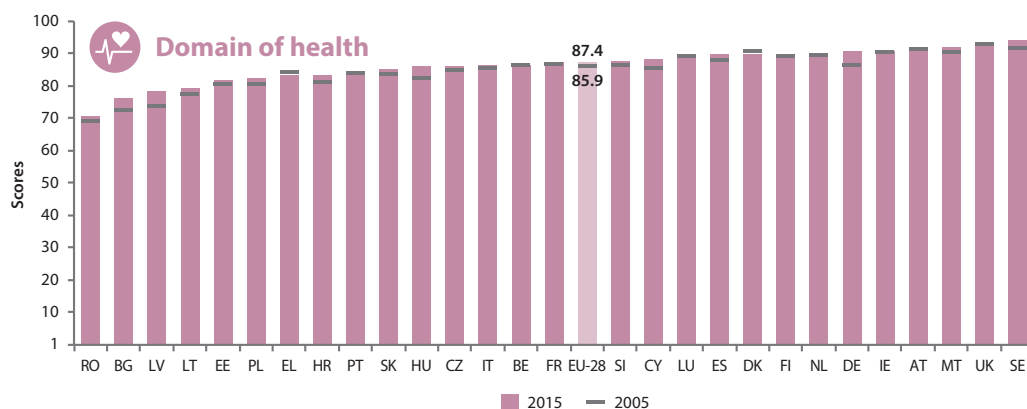
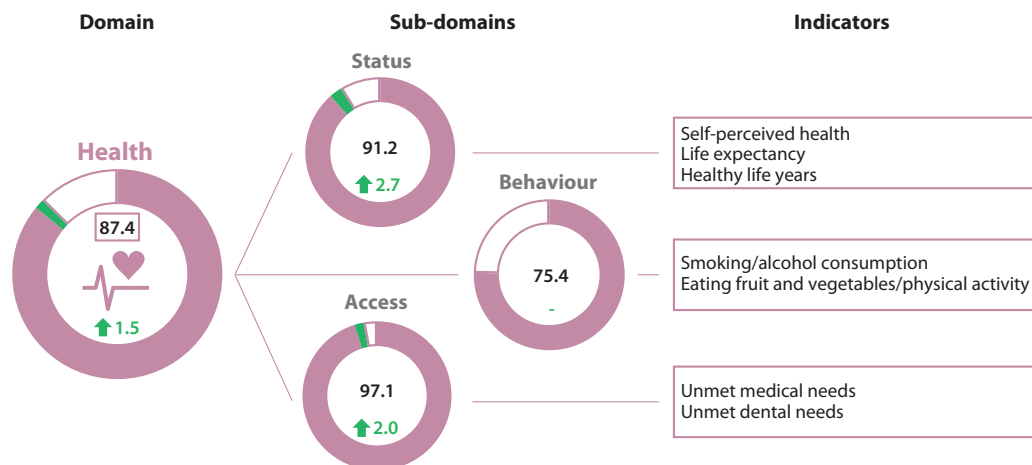




Figure 25: Scores of the domain of health, EU-28, 2015 and change from 2005, and indicators used



services is measured by the percentage of people who report unmet medical and/or dental needs. The score for this sub-domain increased by 2 points, to 97.1. The Netherlands, Austria and Slovenia have the best and most gender-equal access to health and dental services, while the most improvement is needed in Estonia, Greece and Latvia (Table 8 in the Annex).

(10.5 years), followed by Latvia (9.8 years) and Estonia (9.0 years). The smallest gender difference in life expectancy is in the Netherlands (3.3 years), followed by the UK (3.6 years) and Sweden (3.7 years). Despite women's longer average life expectancy, both women and men live disability-free until about age 63, followed by an expected average 20 years of ill health for women compared to an average 15 years for men (European Commission, 2011).

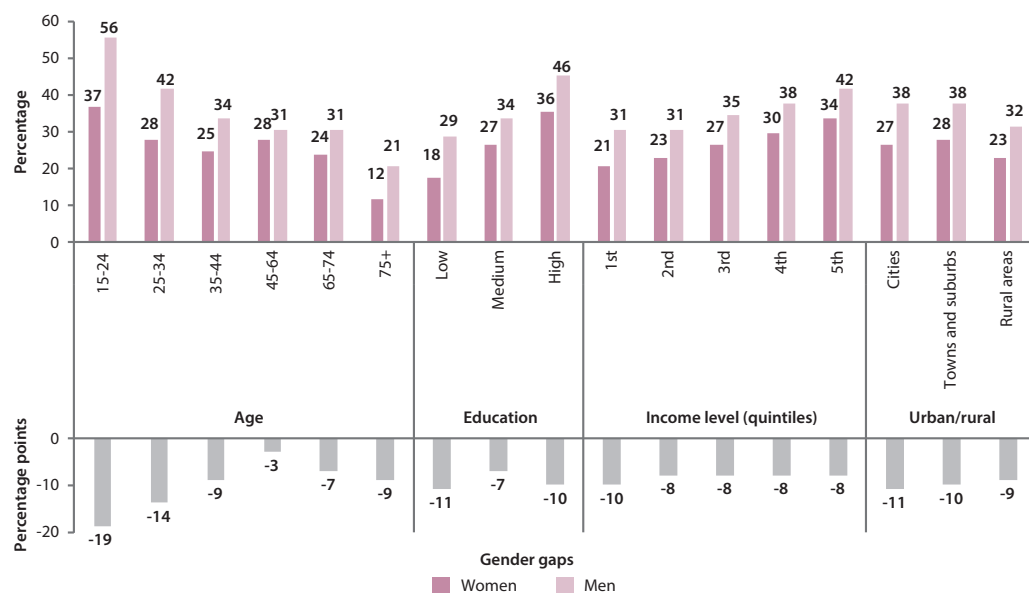
Low education means poorer health, especially for women

Overall, the health of both women and men has improved over the past 10 years, but women are less likely to perceive their health as either 'good' or 'very good.' On average, men in the EU-28 live 5.4 years less than women (77.9 years and 83.3 years, respectively). The largest gap in life expectancy is in Lithuania

Differences in self-perceived health status extend beyond gender and intersect with other social factors. The gender gap is largest for those with the lowest educational attainment: less than half of women and 60 % of men with low qualifications feel healthy, compared to over 80 % of highly educated women and men. The gender gap is smaller for women and men with disabilities, but only a quarter of women and men with disabilities assessed their health as 'good' or 'very good' in 2015.



Figure 26: People involved in physical activity by sex, level of education, age, income and urban/rural status (15+ population, %), and gender gaps, EU-28, 2014



Source: Eurostat, European Health Interview Survey (EHIS), (hlth_ehis_pe2e), (hlth_ehis_pe2i), (hlth_ehis_pe2u).

Men are more physically active than women, but smoke and drink more

The data on health behaviour show the highest levels of gender inequalities within the domain of health. In total, 26 % of women and 36 % of men in the EU-28 meet the WHO recommendations for physical activities (i.e. at least 150 minutes of moderate aerobic physical activity each week). The intersection of gender with other social factors reveals additional disparities, namely that the activity rate of men is higher in all age groups. Although young women and men (aged 15-24) are the most physically active, this age range also shows a 19 p.p. gender gap, the largest gap among the groups (Figure 26).

As for risk behaviour, men are more often involved in risky behaviour, but also slightly more in health enhancing behaviour than women. 46 % of men

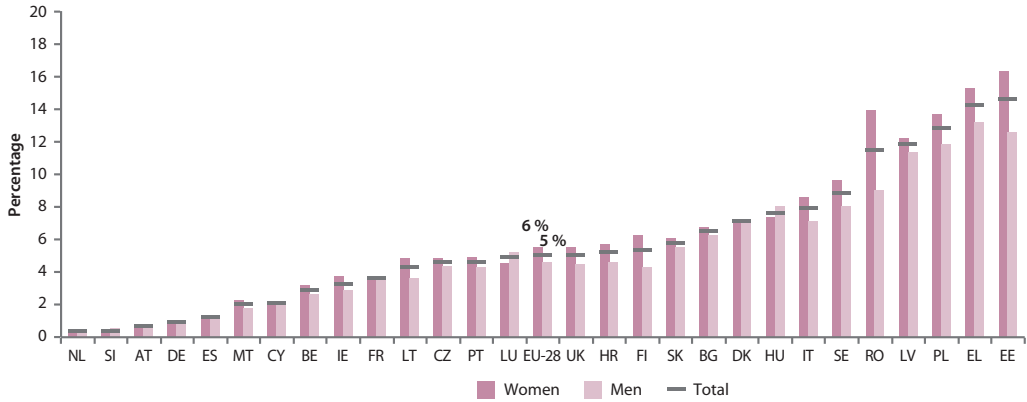
and 28 % of women in the EU-28 smoke and/or are involved in dangerous levels of alcohol consumption. The share of men who are either sufficiently physically active or eat enough fruit and vegetables is higher than that of women (36 % of women and 42 % of men). It is of concern, however, that the levels of adequate fruit and vegetable consumption are low for both women and men in the EU-28.

Medical and dental care needs of lone mothers and people with disabilities are more often unmet

Overall, the majority of the population in the EU-28 feel that they have sufficient access to healthcare. Only 5 % of women and men reported unmet needs for medical examination in 2015, which is an improvement from 2005 (9 %). Access to dental care



Figure 27: People who report unmet medical needs (16+ population, %), EU-28, 2015



Source: Eurostat, EU SILC, (hlth_silc_08).

has also improved; in 2015 just 6 % of both women and men reported unmet needs, compared to 10 % in 2005. However, women are more likely than men to face barriers in accessing healthcare, such as the cost of medical care, time restrictions and geographical barriers ('could not afford', 'waiting list', 'too far to travel'), while men are more likely to declare other reasons ('could not take time', 'fear', 'wait-and-see strategies', 'didn't know any good specialist or doctor') (European Commission, 2009). Moreover, there are vast differences between the Member States in how many women and men report having unmet needs for medical care, ranging from 16 % of women and 13 % of men in Estonia to less than 0.5 % of women and men in the Netherlands and Slovenia.

People with disabilities most often experience unmet medical needs — 13 % of both women

and men reported unmet medical needs and 12 % reported dental needs in 2014. The situation is better for those people with disabilities who are already of retirement age (65+). In 2014, 15 % of working-age people with disabilities had unmet needs for medical examination, as was the case for 9 % of older men and 11 % of older women with disabilities.

Compared to the general population, 12 % of lone mothers had unmet medical needs in the EU-28 in 2014, and 14 % had unmet dental needs. Some Member States stand out with a very high share of lone mothers reporting unmet medical needs: Greece (30 %), Latvia (27 %), France (19 %), Estonia (18 %) and Poland (17 %). Access to dental care for lone mothers is even more limited than general medical care. One third of lone mothers report unmet dental needs in Greece (34 %), followed by Portugal (30 %) and Latvia (29 %).



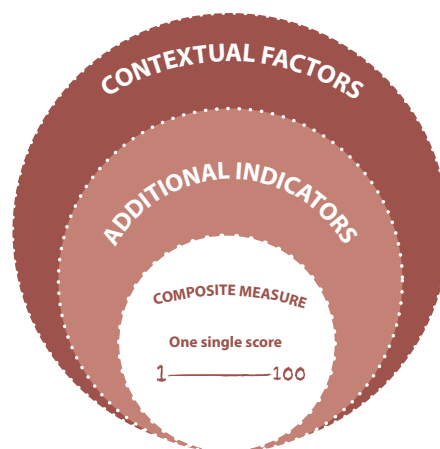
10. Satellite domain of violence

The root cause of violence against women (VAW) lies in unequal power relations between women and men, which enforces male domination over women and women's subordinate status in societies. The first legally binding European instrument on violence against women, the Council of Europe's Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), adopted in 2011, frames violence against women as a violation of human rights and a form of discrimination against women (Council of Europe, 2011).

Due to both conceptual and statistical considerations, the domain of violence constitutes a satellite domain of the Gender Equality Index. First, conceptually, acts of violence targeting women are the corollary of structural inequalities experienced by women in many aspects of life — work, health, money, power, education and time use — and remains the most brutal manifestation of gender inequality. From this point of view, the domain of violence brings an important aspect to the core domains of the Gender Equality Index. Second, statistically, unlike the core domains, the domain of violence measures a phenomenon that only applies to a selected group of the population. As such, the overall objective is not to reduce the gaps of violence between women and men, but to eradicate violence altogether. This edition of the Gender Equality Index builds upon the findings of an EU-wide survey on violence against women, conducted by the European Agency for Fundamental Rights (FRA) in 2012.

The composite measure of violence comprises three sub-domains: prevalence, severity and disclosure. Prevalence measures the percentage of women having experienced physical and/or sexual violence since the age of 15 as well as during the 12 months prior to the survey interview, and femicide. The term

Figure 28: Measurement structure of the domain of violence



femicide is understood as the killing of women and girls on account of their gender. Severity measures the health consequences of violence against women and multiple victimisation by any perpetrator. Disclosure measures the reporting of violence experienced in the past 12 months.

The domain of violence provides a set of indicators (Figure 28) that can assist Member States in assessing the extent and nature of violence against women and enable the monitoring and evaluation of the institutional response to this phenomenon. A three-tier structure of measurement was defined including: (1) a set of indicators on the extent of violence against women that will form the composite measure; (2) a set of additional indicators covering a broader range of forms of violence against women; (3) a set of contextual factors, which can provide insights on some of the causes and circumstances surrounding violence against women.

The indicators identified for the composite measure are aggregated to obtain a single score for each



country. This single score enables the monitoring of the extent of the most common and widely criminalised forms of violence against women (i.e. sexual and physical violence, and femicide ⁽⁴⁾) across the EU.

Additional indicators cover broader range of forms of violence described in the Istanbul Convention (i.e. psychological violence, sexual harassment, stalking, forced marriage, FGM, forced abortion and forced sterilisation) as well as trafficking in human beings for which data is not available for all Member States.

Contextual indicators enable analysis over time and across Member States of the policy context and of the effects of prevention, protection and

prosecution measures on the extent of violence. Defined to monitor the compliance of the Member States concerning the obligations set out in the Istanbul Convention, they will cover six dimensions, namely: policies, prevention, protection and support, substantive law, involvement of law enforcement agencies, and societal framework.

The full theoretical and measurement framework of the domain of violence, including rationale behind the choice of variables, steps taken to compute the composite measure on violence against women and data analysis for all indicators are described in detail in EIGE's publication *Gender Equality Index 2017: Measurement framework of violence against women* (EIGE, 2017d).

⁽⁴⁾ Due to data not being available for all EU Member States, femicide has been excluded from calculations of the composite measure on violence against women.



Conclusions

The past decade witnessed a generally positive, albeit slow, development towards gender equality. The score of the Gender Equality Index in 2015 stood at 66.2 out of 100, showing the need for significant progress in all Member States. This is a relatively small improvement since 2005 where the Index was set to 62.0.

The domain of work has the third-highest score in the Gender Equality Index, although progress has been very slow. Low participation in the labour market is particularly pronounced among certain groups of women, hampering the attainment of the Europe 2020 target of a 75 % employment rate. At the same time, it presents an opportunity for new initiatives, such as the European Pillar of Social Rights that has established gender equality as one of its key principles. Results of the Gender Equality Index 2017 stress the need to mainstream gender equality throughout all areas of the Pillar, including active support to promote secure and adaptable employment, fair wages and work–life balance. Considering that women are primary care givers, challenges in achieving work–life balance impacts mostly on their participation in employment and their employment conditions. An opportunity is presented in the European Commission’s New Start initiative on work–life balance, with new standards for parental, paternity and carer’s leave across the EU Member States. Through legislative and non-legislative measures, the initiative aims to enable parents and other people with caring responsibilities to better balance their employment and personal life and to improve the sharing of care work between women and men.

Despite steady progress of the domain of money over the last decade, the share of women and men at risk of poverty remains very large and reaches alarming rates for certain groups. Inequalities in the labour market in terms of participation, part-time

work, gender segregation and higher risks of inactivity among women result in gender gaps in earnings, income and risk of poverty, especially to the detriment of lone mothers. EU policies tend to favour job creation as the main course for poverty reduction. However, more attention needs to be paid to the quality and stability of employment, as well as greater gender equality in reconciling work and childcare. The unequal distribution of resources between women and men and persistent gender gaps in earnings and pensions undermine women’s economic independence and lead to higher risk of poverty and social exclusion among women, particularly in older age (EIGE, 2016c). Therefore, a gender equality perspective is central to closing inequalities in the financial and economic realm.

Over the past 10 years, progress in gender equality in the area of knowledge has been slow. The main driver of change is increasing educational attainment for both women and men. However, gender segregation seriously hinders progress in gender equality, and is affected by persistent gender stereotypes and different expectations towards women and men as reflected in their educational choices. Of concern is that the overall participation rate in formal and non-formal education and training is lower than 10 years ago, that it decreases with age, and is often low for those who could benefit from it the most, e.g. women and men with low qualifications. Synergies between education and training policies and a new initiative on work–life balance, from a gender perspective, could be highly beneficial to increased participation in lifelong learning as well as breaking segregation in education and the labour market. Furthermore, as shown by EIGE’s study on the economic benefits of gender equality (EIGE, 2017a), reducing gender segregation in STEM education alone could lead to an additional 1.2 million jobs in the EU. The Gender Equality Index 2017 thus reaffirms the



importance of gender mainstreaming, an intersectional perspective in policies, and policy measures on education and training over the life course.

Not only does the domain of time have the third lowest Gender Equality Index score, this is the only domain in which relations between women and men have become more unequal. Gender inequality in time use is a persistent and growing problem, and its effects cut across many domains. By 2015 only nine Member States (BE, DK, ES, FR, LU, NL, PT, SI and SE) met the first Barcelona target to provide childcare to at least 33 % of children under 3 years of age. Only nine Member States (BE, DK, IE, EE, ES, FR, NL, SI and SE) met the second Barcelona target to provide childcare for at least 90 % of children between 3 years old and the mandatory school age. The unequal division of labour between women and men and the devaluation of care work limits women's possibilities to participate in lifelong learning, develop skills and qualifications needed to enter the labour market or new occupations, and participate in social, personal, leisure and civic activities. A more balanced division of care and household responsibilities is needed in order to tackle issues such as the gender pay and pension gaps, women's economic independence, equality in employment and career progression. The proposed *Directive on work-life balance for parents and carers* aims to achieve a more active role of men in caring duties, by introducing paternity leave and carers' leave, enhancing existing parental leave and extending the right to request flexible working arrangements (European Commission, 2017).

Despite high political visibility and the EU's commitment to gender equality, as well as extensive debates and numerous targeted actions during the last decade, the domain of power remains the lowest score of all domains. Women make up nearly half of the workforce and account for more than half of tertiary graduates, yet decision-making is characterised by an old pattern of unequal power relations. Men continue to dominate bodies of political power, holding on average more than two thirds of all parliamentary seats and government positions. In the past 10 years,

the proportion of women on the boards of the largest listed companies in the EU-28 more than doubled, yet women continue to be under-represented in the realm of economic power. Furthermore, the Index's examination of the deeply entrenched vertical segregation by gender in research funding organisations, public broadcasters and major sports federations shows that invisible barriers (social structures, gender roles, prejudices and stereotypes) continue to play a role in limiting women's progress in their careers. Whereas the topic of gender balance in the political and economic sectors is regularly present on the policy agenda, the over-representation of men in decision-making in other areas, such as sports, media or research, requires more visibility and action, not least because of the symbolic and educational importance of these fields and their powerful role in shaping public opinion and perceptions (EIGE, 2015a).

While the life expectancy and health status of Europeans are constantly improving, there are still clear, gendered challenges regarding inequalities in health that Member States need to take into account, particularly in the context of ageing societies. For men, it is, among other things, a question of prevention of risk behaviour, such as smoking and drinking during the whole lifespan. For women, who make up a larger share of older people, sustaining health through active ageing and ensuring sufficient resources for care are most important. In relation to health behaviour, it is apparent that women eat healthily more often than men, while men are more often physically active. By pre-retirement age, a large share of women already suffer from ill health, while a worrying proportion of men die prematurely. Nearly half of these deaths could be prevented by well-targeted public policy measures. Another issue in this domain is that of access to medical and dental services, which is tied to access and control over resources needed to attain optimal health. Lone mothers, who very often lack several of these resources, most often have problems accessing appropriate healthcare. Therefore, approaching the challenges of the ageing population, diminishing workforce, and pressure on



welfare systems in a gender-specific way could contribute to effective solutions of the health-related differences faced by women and men.

Ultimately, the Gender Equality Index took a broad and inclusive approach to intersecting inequalities. An intersectional analysis of the Gender Equality Index revealed broader insights on how gender intersects with age, education, family composition

and parenthood, county of birth and disability. However, due to the limited availability of high-quality EU-wide comparative data, the actual analysis presented a limited number of intersections and was not available for certain social categories, such as sexuality, ethnicity, nationality or religion. At present, an analysis of the Roma minority and a more detailed approach to migrant background or different disabilities proved to be impossible.



Annexes

Table 1: Indicators used for the Gender Equality Index 2017 and the structure of the Index

Indicators		Sub-domain	Domain
1.	Full-time equivalent (FTE) employment rate	Participation	Work
2.	Duration of working life		
3.	Employed in education, human health and social work	Segregation and quality of work	
4.	Ability to take time off for personal or family matters		
5.	Career Prospects Index		
6.	Mean monthly earnings	Financial resources	Money
7.	Mean equivalised net income	Economic situation	
8.	Not at risk of poverty		
9.	S20/S80 income quintile share		
10.	Population with tertiary education	Attainment and participation	Knowledge
11.	Formal or non-formal education and training		
12.	Tertiary students in education, health and welfare, humanities and arts	Segregation	
13.	Caring for children or grandchildren or older or disabled people	Care activities	Time
14.	People doing cooking and/or housework		
15.	Sporting, cultural or leisure activities	Social activities	
16.	Voluntary or charitable activities		
17.	Share of ministers	Political	Power
18.	Share of members of parliament		
19.	Share of members of regional assemblies		
20.	Share of members of boards in largest quoted companies	Economic	
21.	Share of members of central bank		
22.	Share of board members of research funding organisations	Social	
23.	Share of board members in publicly owned broadcasting organisations		
24.	Share of members of highest decision-making body of the national Olympic sport organisations		
25.	Self-perceived health	Status	Health
26.	Life expectancy		
27.	Healthy life years	Behaviour	
28.	Smoking and harmful drinking		
29.	Physical activities and/or consuming fruits and vegetables		
30.	Unmet needs for medical examination	Access	
31.	Unmet needs for dental examination		



Table 2: Scores of the Gender Equality Index, ranks and changes in score by EU Member State, 2005, 2010, 2012 and 2015

Country	SCORES (POINTS)				RANKS				DIFFERENCES	
	2005	2010	2012	2015	2005	2010	2012	2015	2005-2015	2012-2015
EU-28	62.0	63.8	65.0	66.2	–	–	–	–	4.2	1.2
BE	66.0	69.3	70.2	70.5	6	5	5	7	4.5	0.3
BG	56.0	55.0	56.9	58.0	14	17	15	16	2.0	1.1
CZ	53.6	55.6	56.7	53.6	17	14	17	23	0.0	–3.1
DK	74.6	75.2	75.6	76.8	2	2	2	2	2.2	1.2
DE	60.0	62.6	64.9	65.5	12	11	12	12	5.5	0.6
EE	52.2	53.4	53.5	56.7	21	21	22	20	4.5	3.2
IE	61.9	65.4	67.7	69.5	10	9	8	8	7.6	1.8
EL	46.8	48.6	50.1	50.0	27	28	28	28	3.2	–0.1
ES	62.2	66.4	67.4	68.3	9	8	9	11	6.1	0.9
FR	65.2	67.5	68.9	72.6	7	7	6	5	7.4	3.7
HR	50.3	52.3	52.6	53.1	22	25	23	24	2.8	0.5
IT	49.2	53.3	56.5	62.1	26	22	18	14	12.9	5.6
CY	45.9	49.0	50.6	55.1	28	27	27	22	9.2	4.5
LV	53.4	55.2	56.2	57.9	18	16	19	17	4.5	1.7
LT	55.8	54.9	54.2	56.8	16	18	21	19	1.0	2.6
LU	64.4	61.2	65.9	69.0	8	12	11	9	4.6	3.1
HU	49.5	52.4	51.8	50.8	25	24	25	27	1.3	–1.0
MT	56.0	54.4	57.8	60.1	15	19	14	15	4.1	2.3
NL	67.8	74.0	74.0	72.9	5	3	4	4	5.1	–1.1
AT	59.5	58.7	61.3	63.3	13	13	13	13	3.8	2.0
PL	52.4	55.5	56.9	56.8	20	15	16	18	4.4	–0.1
PT	49.9	53.7	54.4	56.0	23	20	20	21	6.1	1.6
RO	49.9	50.8	51.2	52.4	24	26	26	25	2.5	1.2
SI	60.8	62.7	66.1	68.4	11	10	10	10	7.6	2.3
SK	52.5	53.0	52.4	52.4	19	23	24	26	–0.1	0.0
FI	72.0	73.1	74.4	73.0	3	4	3	3	1.0	–1.4
SE	78.8	80.1	79.7	82.6	1	1	1	1	3.8	2.9
UK	71.2	68.7	68.9	71.5	4	6	7	6	0.3	2.6



Table 3: Scores of the domain of work and sub-domains, and rank, by EU Member State, 2005, 2010, 2012 and 2015

Country	Scores (points)											
	Domain of work				Participation				Segregation and quality of work			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	70.0	70.5	71.0	71.5	77.5	78.1	78.7	79.8	63.3	63.7	64.0	64.0
BE	71.0	72.7	72.8	73.8	72.3	75.7	75.4	77.5	69.8	69.8	70.4	70.2
BG	67.3	67.9	68.7	68.6	77.9	81.3	82.0	82.7	58.1	56.7	57.6	56.9
CZ	65.3	64.9	65.3	66.1	79.6	78.9	79.9	81.8	53.6	53.3	53.3	53.5
DK	78.9	79.8	79.7	79.2	88.5	88.5	88.3	87.2	70.3	71.9	72.1	72.0
DE	68.1	70.0	70.6	71.4	75.6	79.0	80.2	81.9	61.4	62.1	62.1	62.2
EE	71.0	71.2	71.4	72.1	87.2	87.3	87.7	88.6	57.9	58.1	58.1	58.7
IE	71.1	73.5	73.7	73.9	75.1	77.4	77.3	78.3	67.4	69.8	70.2	69.7
EL	62.5	63.6	63.6	64.2	68.0	71.1	69.4	71.0	57.5	57.0	58.4	58.0
ES	68.1	71.8	72.3	72.4	70.9	77.0	77.5	78.0	65.4	66.9	67.4	67.3
FR	70.5	71.5	71.9	72.1	79.1	81.1	81.4	82.3	62.9	63.1	63.5	63.2
HR	67.5	67.2	68.3	69.4	74.5	75.0	75.5	78.5	61.1	60.3	61.8	61.4
IT	60.8	61.3	62.4	62.4	63.8	64.9	66.7	66.7	58.0	57.8	58.5	58.4
CY	66.3	70.5	68.9	70.7	78.5	85.2	83.4	84.7	55.9	58.3	56.9	59.0
LV	71.7	72.6	74.3	73.6	83.6	86.9	86.9	87.8	61.4	60.7	63.5	61.8
LT	71.9	72.6	72.6	73.2	84.1	86.0	86.8	88.2	61.5	61.3	60.8	60.7
LU	68.1	70.9	72.5	74.0	70.2	74.8	77.7	81.3	66.1	67.3	67.7	67.4
HU	65.4	66.0	66.4	67.2	74.8	75.8	76.9	79.6	57.2	57.5	57.4	56.7
MT	60.8	65.1	68.2	71.0	51.4	58.6	63.2	68.9	71.8	72.3	73.7	73.1
NL	74.8	76.3	76.2	76.7	75.1	78.5	78.6	79.2	74.5	74.1	73.9	74.3
AT	73.7	75.3	75.6	76.1	77.0	80.3	80.9	81.4	70.6	70.6	70.6	71.2
PL	65.2	66.3	66.6	66.8	75.1	77.9	78.3	79.5	56.7	56.5	56.5	56.2
PT	70.6	71.4	71.4	72.0	84.4	85.6	84.1	85.4	59.0	59.5	60.6	60.8
RO	68.6	67.9	67.8	67.1	79.3	78.8	78.5	77.5	59.3	58.6	58.5	58.1
SI	71.2	71.9	71.3	71.8	83.5	84.4	83.7	83.5	60.7	61.3	60.7	61.7
SK	65.3	64.8	64.9	65.5	78.2	79.0	78.8	80.6	54.6	53.1	53.4	53.2
FI	74.2	74.5	74.8	74.7	88.2	88.9	89.2	89.2	62.5	62.4	62.7	62.6
SE	78.7	80.4	81.4	82.6	88.7	91.9	93.8	95.4	69.9	70.4	70.6	71.5
UK	74.2	75.1	75.4	76.6	80.4	81.1	81.6	83.6	68.4	69.5	69.6	70.2
Country	Ranks											
	Domain of work				Participation				Segregation and quality of work			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	-	-	-	-	-	-	-	-	-	-	-	-
BE	11	8	9	9	23	23	25	24	6	6	6	6
BG	20	20	19	21	15	10	10	11	20	25	23	24
CZ	23	25	25	25	10	16	15	14	28	27	28	27
DK	1	2	2	2	2	3	3	6	4	3	3	3
DE	16	18	17	17	17	15	14	13	14	13	14	13
EE	12	15	15	13	4	4	4	3	22	21	22	20
IE	10	7	8	8	18	20	22	22	8	7	7	8
EL	26	27	27	27	26	26	26	26	23	24	21	23
ES	18	12	12	12	24	21	21	23	10	10	10	10
FR	14	13	13	14	12	11	12	12	11	11	12	11
HR	19	21	20	20	22	24	24	21	16	17	15	16
IT	27	28	28	28	27	27	27	28	21	22	20	21
CY	21	17	18	19	13	8	9	8	26	20	25	19
LV	8	9	7	10	7	5	5	5	15	16	11	14
LT	7	10	10	11	6	6	6	4	13	14	16	18
LU	17	16	11	7	25	25	20	16	9	9	9	9
HU	22	23	24	22	21	22	23	18	24	23	24	25
MT	28	24	21	18	28	28	28	27	2	2	2	2
NL	3	3	3	3	19	18	17	20	1	1	1	1
AT	6	4	4	5	16	13	13	15	3	4	4	5
PL	25	22	23	24	20	19	19	19	25	26	26	26
PT	13	14	14	15	5	7	7	7	19	18	18	17
RO	15	19	22	23	11	17	18	25	18	19	19	22
SI	9	11	16	16	8	9	8	10	17	15	17	15
SK	24	26	26	26	14	14	16	17	27	28	27	28
FI	4	6	6	6	3	2	2	2	12	12	13	12
SE	2	1	1	1	1	1	1	1	5	5	5	4
UK	5	5	5	4	9	12	11	9	7	8	8	7



Table 4: Scores of the domain of money and sub-domains, and rank, by EU Member State, 2005, 2010, 2012 and 2015

Country	Scores (points)											
	Domain of money				Financial resources				Economic situation			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	73.9	78.4	78.4	79.6	60.9	69.4	70.0	73.0	89.7	88.6	87.9	86.7
BE	81.3	85.5	85.6	87.5	73.9	77.9	78.6	82.7	89.5	94.0	93.3	92.6
BG	54.3	60.8	60.5	61.9	33.5	44.7	44.2	48.2	88.1	82.8	82.7	79.5
CZ	70.2	73.8	74.0	75.9	50.6	55.1	55.8	58.8	97.4	98.7	98.1	98.1
DK	82.7	83.6	85.7	86.6	71.2	78.3	80.4	82.4	96.1	89.3	91.4	91.1
DE	83.3	83.2	84.0	84.2	73.7	77.1	78.1	81.2	94.1	89.8	90.2	87.4
EE	58.4	65.5	64.9	66.7	41.4	49.5	50.2	56.4	82.2	86.7	84.0	79.0
IE	79.5	85.5	84.4	84.7	73.6	81.1	80.7	81.0	85.8	90.2	88.2	88.6
EL	71.9	75.3	71.1	70.7	62.2	66.7	62.7	61.4	83.2	84.9	80.7	81.4
ES	73.6	77.1	76.0	75.9	63.5	70.4	69.6	71.0	85.4	84.4	82.9	81.2
FR	81.6	83.5	83.7	86.1	71.4	75.9	77.2	80.4	93.2	91.8	90.6	92.3
HR	68.6	68.6	68.9	69.9	56.2	56.2	55.7	57.1	83.8	83.8	85.2	85.6
IT	76.2	78.9	78.7	78.6	68.0	72.5	72.8	73.0	85.4	86.0	85.1	84.6
CY	72.6	80.7	81.7	79.2	60.5	74.8	76.4	72.1	87.1	87.1	87.4	87.1
LV	56.3	58.9	59.6	64.3	40.2	43.5	43.5	51.9	78.7	79.8	81.5	79.5
LT	57.0	60.8	64.3	65.6	40.7	47.8	48.4	53.5	80.1	77.3	85.5	80.4
LU	93.1	91.8	92.1	94.4	91.2	91.2	91.6	97.0	95.1	92.5	92.7	92.0
HU	66.5	70.8	69.8	70.7	47.3	51.0	52.5	55.2	93.4	98.3	92.9	90.5
MT	70.3	79.2	80.6	82.4	53.0	68.6	69.5	73.3	93.3	91.3	93.3	92.8
NL	82.2	86.6	87.0	86.8	72.6	77.7	77.6	79.1	93.1	96.5	97.5	95.4
AT	82.5	82.8	83.6	85.9	71.9	74.7	75.8	79.8	94.6	91.8	92.2	92.5
PL	61.4	69.5	70.3	73.3	46.2	54.6	56.2	61.4	81.4	88.5	88.0	87.5
PT	68.8	71.8	71.7	70.9	58.0	60.4	60.7	60.3	81.5	85.3	84.8	83.5
RO	53.2	59.8	59.2	59.4	36.1	42.5	42.7	45.7	78.4	84.2	82.1	77.3
SI	77.7	80.3	81.3	81.6	62.9	67.3	68.3	69.8	95.9	95.8	96.7	95.5
SK	61.5	70.2	72.1	74.0	40.1	51.9	53.9	56.4	94.5	95.1	96.4	97.2
FI	80.1	84.1	84.8	86.4	67.9	74.6	76.2	78.5	94.6	94.9	94.4	95.2
SE	84.1	85.3	85.3	87.5	72.2	75.9	77.4	82.3	98.0	95.8	93.9	93.1
UK	79.7	79.8	80.5	81.2	77.1	74.4	75.1	77.0	82.5	85.7	86.3	85.6
Country	Ranks											
	Domain of money				Financial resources				Economic situation			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	-	-	-	-	-	-	-	-	-	-	-	-
BE	8	4	4	2	3	4	4	2	14	8	8	8
BG	27	25	26	27	28	26	26	27	15	26	25	25
CZ	18	18	17	16	20	20	20	20	2	1	1	1
DK	4	7	3	5	10	3	3	3	3	15	12	12
DE	3	9	8	10	4	6	5	5	9	14	14	16
EE	24	24	24	24	23	24	24	23	23	18	23	27
IE	11	3	7	9	5	2	2	6	17	13	15	14
EL	16	17	20	21	15	17	17	17	21	22	28	22
ES	14	16	16	17	13	14	14	15	19	23	24	23
FR	7	8	9	7	9	7	8	7	12	10	13	10
HR	20	23	23	23	18	19	21	21	20	25	20	19
IT	13	15	15	15	11	13	13	13	18	19	21	20
CY	15	11	11	14	16	9	9	14	16	17	17	17
LV	26	28	27	26	25	27	27	26	27	27	27	26
LT	25	26	25	25	24	25	25	25	26	28	19	24
LU	1	1	1	1	1	1	1	1	5	9	10	11
HU	21	20	22	22	21	23	23	24	10	2	9	13
MT	17	14	13	11	19	15	15	12	11	12	7	7
NL	6	2	2	4	6	5	6	9	13	3	2	4
AT	5	10	10	8	8	10	11	8	7	11	11	9
PL	23	22	21	19	22	21	19	18	25	16	16	15
PT	19	19	19	20	17	18	18	19	24	21	22	21
RO	28	27	28	28	27	28	28	28	28	24	26	28
SI	12	12	12	12	14	16	16	16	4	5	3	3
SK	22	21	18	18	26	22	22	22	8	6	4	2
FI	9	6	6	6	12	11	10	10	6	7	5	5
SE	2	5	5	3	7	8	7	4	1	4	6	6
UK	10	13	14	13	2	12	12	11	22	20	18	18



Table 5: Scores of the domain of knowledge and sub-domains, and rank, by EU Member State, 2005, 2010, 2012 and 2015

Country	Scores (points)											
	Domain of knowledge				Attainment and participation				Segregation			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	60.8	61.8	62.8	63.4	67.0	68.5	70.4	72.1	55.2	55.8	56.1	55.6
BE	68.1	70.6	70.6	71.1	70.7	73.3	72.5	73.3	65.7	68.1	68.8	68.9
BG	52.5	50.4	51.9	53.3	53.0	53.9	54.6	56.1	51.9	47.1	49.3	50.7
CZ	52.2	55.4	57.7	57.3	52.0	61.4	66.3	66.9	52.4	50.0	50.2	49.2
DK	73.7	73.2	71.3	73.6	81.1	81.7	80.5	82.1	67.0	65.6	63.1	66.0
DE	55.3	56.3	57.1	52.9	56.7	59.9	62.7	61.0	53.9	53.0	51.9	45.9
EE	49.5	51.6	53.8	53.2	66.7	67.4	70.5	67.9	36.8	39.5	41.1	41.7
IE	60.8	65.3	67.7	66.4	67.1	72.7	74.0	74.1	55.1	58.6	62.0	59.6
EL	47.2	53.4	54.3	55.6	54.3	59.8	60.7	63.9	41.0	47.7	48.5	48.4
ES	59.3	63.5	64.2	65.3	68.8	71.8	73.0	73.3	51.1	56.2	56.6	58.1
FR	62.3	62.0	62.4	66.1	67.1	67.9	69.7	77.5	57.9	56.6	55.8	56.4
HR	43.6	49.9	48.5	49.8	52.5	57.5	58.7	59.3	36.3	43.3	40.0	41.8
IT	54.1	53.8	56.7	61.4	51.8	53.7	54.4	56.1	56.6	53.9	59.2	67.1
CY	43.4	55.5	58.2	58.5	65.5	73.6	73.2	73.3	28.7	41.9	46.2	46.6
LV	46.6	49.2	48.8	48.9	60.2	60.5	62.2	59.1	36.1	40.0	38.3	40.5
LT	55.1	54.3	54.7	55.8	66.8	65.0	66.2	68.4	45.5	45.4	45.3	45.4
LU	62.0	66.3	68.7	69.4	65.6	74.8	78.6	84.1	58.7	58.7	60.1	57.2
HU	56.9	54.5	54.3	56.9	59.0	59.2	59.6	64.6	55.0	50.1	49.5	50.0
MT	62.4	65.4	66.3	65.2	50.6	59.2	60.2	61.3	77.0	72.3	73.0	69.5
NL	63.9	66.9	66.9	67.3	73.4	77.1	78.0	80.9	55.7	58.1	57.5	56.0
AT	58.9	58.9	59.9	63.2	58.9	61.2	61.8	72.0	58.9	56.6	58.1	55.5
PL	56.7	57.8	56.5	56.0	63.0	62.3	61.5	61.3	50.9	53.6	51.9	51.1
PT	48.6	50.1	54.9	54.8	48.5	50.8	59.1	59.5	48.7	49.5	51.0	50.6
RO	47.9	47.2	50.2	51.8	49.2	50.1	52.7	52.9	46.6	44.4	47.9	50.7
SI	52.1	55.0	54.9	55.0	67.9	68.4	67.1	67.4	39.9	44.2	45.0	44.9
SK	54.5	59.5	59.6	60.0	55.7	59.1	58.8	58.8	53.3	59.9	60.3	61.2
FI	56.6	58.6	59.5	61.3	77.8	78.3	79.5	81.4	41.2	43.9	44.6	46.1
SE	68.1	70.7	70.9	72.8	70.6	74.4	75.6	78.5	65.8	67.1	66.6	67.5
UK	75.8	73.3	73.5	71.8	85.7	80.6	81.7	82.2	67.0	66.7	66.0	62.7
Country	Ranks											
	Domain of knowledge				Attainment and participation				Segregation			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	-	-	-	-	-	-	-	-	-	-	-	-
BE	4	4	4	4	5	8	10	11	5	2	2	2
BG	19	24	25	23	22	25	26	27	16	20	19	15
CZ	20	17	15	16	24	16	14	16	15	17	17	19
DK	2	2	2	1	2	1	2	3	3	5	5	5
DE	15	15	16	25	19	19	16	21	13	15	15	23
EE	22	23	24	24	12	13	11	14	25	28	26	27
IE	9	8	6	7	9	9	7	8	11	8	6	8
EL	25	22	23	20	21	20	20	18	23	19	20	20
ES	10	9	9	9	7	10	9	10	17	12	12	9
FR	7	10	10	8	10	12	12	7	8	10	13	11
HR	27	26	28	27	23	24	25	23	26	25	27	26
IT	18	21	17	12	25	26	27	26	9	13	9	4
CY	28	16	14	15	14	7	8	9	28	26	22	21
LV	26	27	27	28	16	18	17	24	27	27	28	28
LT	16	20	21	19	11	14	15	13	21	21	23	24
LU	8	6	5	5	13	5	4	1	7	7	8	10
HU	12	19	22	17	17	21	22	17	12	16	18	18
MT	6	7	8	10	26	22	21	20	1	1	1	1
NL	5	5	7	6	4	4	5	5	10	9	11	12
AT	11	12	11	11	18	17	18	12	6	11	10	13
PL	13	14	18	18	15	15	19	19	18	14	14	14
PT	23	25	20	22	28	27	23	22	19	18	16	17
RO	24	28	26	26	27	28	28	28	20	22	21	16
SI	21	18	19	21	8	11	13	15	24	23	24	25
SK	17	11	12	14	20	23	24	25	14	6	7	7
FI	14	13	13	13	3	3	3	4	22	24	25	22
SE	3	3	3	2	6	6	6	6	4	3	3	3
UK	1	1	1	3	1	2	1	2	2	4	4	6



Table 6: Scores of the domain of time and sub-domains, and rank, by EU Member State, 2005, 2010, 2012 and 2015

Country	Scores (points)											
	Domain of time				Care activities				Social activities			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	66.7	66.3	68.9	65.7	69.9	67.3	72.6	70.0	63.6	65.4	65.4	61.6
BE	74.3	70.3	71.8	65.3	76.9	72.6	75.7	68.9	71.8	68.1	68.1	61.9
BG	50.9	43.9	47.4	42.7	64.7	48.6	56.6	55.7	40.1	39.7	39.7	32.6
CZ	51.2	53.8	55.5	57.3	55.8	55.8	59.4	56.8	47.1	51.9	51.9	57.7
DK	82.7	80.4	85.4	83.1	89.4	75.8	85.5	86.1	76.5	85.3	85.3	80.2
DE	66.6	69.8	67.8	65.0	69.5	70.1	66.1	71.3	63.8	69.6	69.6	59.3
EE	74.6	73.7	70.1	74.7	83.2	80.7	73.0	85.9	66.9	67.2	67.2	65.0
IE	74.2	70.8	76.5	74.2	69.9	69.9	81.6	76.2	78.6	71.8	71.8	72.1
EL	46.2	35.6	45.2	44.7	50.3	34.2	55.1	50.9	42.5	37.1	37.1	39.3
ES	58.0	60.8	65.8	64.0	60.9	60.9	71.4	74.5	55.2	60.6	60.6	55.0
FR	69.1	66.6	70.3	67.3	70.9	70.3	78.5	70.4	67.4	63.0	63.0	64.4
HR	48.3	49.8	54.7	51.0	53.0	53.0	63.9	54.4	44.0	46.7	46.7	47.9
IT	60.1	55.1	61.4	59.3	65.7	54.5	67.6	61.2	55.0	55.7	55.7	57.4
CY	47.7	45.9	45.9	51.3	55.0	52.6	52.7	65.7	41.3	40.0	40.0	40.0
LV	59.1	62.0	60.8	65.8	77.5	78.2	75.1	89.8	45.1	49.2	49.2	48.2
LT	53.5	52.2	55.7	50.6	78.4	65.4	74.5	64.0	36.4	41.7	41.7	40.0
LU	73.2	70.2	71.5	69.1	75.2	72.1	74.8	79.4	71.1	68.3	68.3	60.2
HU	61.1	54.1	55.2	54.3	75.6	68.7	71.6	65.0	49.3	42.6	42.6	45.4
MT	60.8	54.3	58.7	64.2	56.5	49.7	57.9	69.0	65.4	59.4	59.4	59.8
NL	86.4	85.9	86.7	83.9	78.4	76.5	78.0	79.3	95.2	96.4	96.4	88.7
AT	60.2	56.0	65.3	61.2	59.5	44.9	61.0	62.7	60.9	69.8	69.8	59.7
PL	54.6	54.2	55.3	52.5	63.0	63.0	65.6	64.1	47.2	46.5	46.5	43.0
PT	47.3	38.7	46.0	47.5	67.4	49.3	69.5	63.3	33.2	30.4	30.4	35.7
RO	48.9	50.6	53.2	50.3	84.8	70.9	78.1	70.7	28.2	36.2	36.2	35.8
SI	73.4	68.3	72.4	72.9	67.7	64.5	72.3	69.5	79.5	72.4	72.4	76.4
SK	55.3	39.9	43.4	46.3	79.1	52.7	62.5	56.5	38.7	30.2	30.2	37.9
FI	81.6	80.1	81.0	77.4	89.3	84.2	86.0	82.2	74.7	76.3	76.3	72.9
SE	89.6	84.5	83.5	90.1	88.1	84.6	82.6	90.9	91.1	84.3	84.3	89.3
UK	69.4	72.1	73.2	69.9	72.7	78.4	80.8	75.1	66.3	66.3	66.3	65.1
Country	Ranks											
	Domain of time				Care activities				Social activities			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	-	-	-	-	-	-	-	-	-	-	-	-
BE	6	8	8	12	10	8	9	16	7	10	10	10
BG	23	25	24	28	20	26	26	26	24	24	24	28
CZ	22	20	19	18	25	19	24	24	19	17	17	15
DK	3	3	2	3	1	7	2	3	5	2	2	3
DE	12	10	12	13	16	12	19	11	13	8	8	14
EE	5	5	11	5	5	3	13	4	10	11	11	8
IE	7	7	5	6	15	13	4	8	4	6	6	6
EL	28	28	27	27	28	28	27	28	22	25	25	24
ES	18	14	13	15	22	18	16	10	15	14	14	17
FR	11	12	10	10	14	11	6	13	9	13	13	9
HR	25	23	22	22	27	21	21	27	21	19	19	19
IT	16	16	15	17	19	20	18	23	16	16	16	16
CY	26	24	26	21	26	23	28	17	23	23	23	22
LV	17	13	16	11	9	5	10	2	20	18	18	18
LT	21	21	18	23	7	15	12	20	26	22	22	23
LU	9	9	9	9	12	9	11	6	8	9	9	11
HU	13	19	21	19	11	14	15	18	17	21	21	20
MT	14	17	17	14	24	24	25	15	12	15	15	12
NL	2	1	1	2	8	6	8	7	1	1	1	2
AT	15	15	14	16	23	27	23	22	14	7	7	13
PL	20	18	20	20	21	17	20	19	18	20	20	21
PT	27	27	25	25	18	25	17	21	27	27	27	27
RO	24	22	23	24	4	10	7	12	28	26	26	26
SI	8	11	7	7	17	16	14	14	3	5	5	4
SK	19	26	28	26	6	22	22	25	25	28	28	25
FI	4	4	4	4	2	2	1	5	6	4	4	5
SE	1	2	3	1	3	1	3	1	2	3	3	1
UK	10	6	6	8	13	4	5	9	11	12	12	7



Table 7: Scores of the domain of power and sub-domains, and rank, by EU Member State, 2005, 2010, 2012 and 2015

Country	Scores (points)															
	Domain of power				Political				Economic				Social			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	38.9	41.9	43.5	48.5	43.8	47.2	48.3	52.7	25.0	28.9	31.8	39.5	53.6	53.7	53.7	55.0
BE	39.8	47.9	50.5	53.4	65.7	65.8	70.0	70.2	18.9	32.8	36.0	38.0	50.7	50.9	51.0	57.1
BG	48.4	45.8	49.4	56.0	49.1	50.3	53.4	49.2	33.2	27.6	32.7	53.2	69.2	69.3	69.3	67.0
CZ	29.6	31.0	32.0	22.6	28.6	30.7	31.7	36.6	25.8	27.4	29.0	9.2	35.1	35.6	35.6	34.2
DK	54.7	58.0	57.5	61.5	65.8	75.1	76.1	71.2	45.7	47.5	45.6	55.7	54.6	54.8	54.8	58.7
DE	34.0	38.3	46.0	53.0	67.4	60.2	59.9	71.5	11.9	19.0	33.0	42.1	49.1	49.2	49.1	49.5
EE	22.5	21.9	22.0	28.2	36.0	34.9	33.7	44.9	22.9	21.6	22.7	23.2	13.8	13.9	13.9	21.4
IE	32.1	37.2	40.7	48.6	29.9	32.9	37.0	39.8	15.3	21.7	25.4	39.9	72.3	72.1	71.7	72.4
EL	18.2	22.3	22.3	21.7	24.3	34.3	30.7	34.7	10.4	13.6	15.3	12.1	24.1	23.8	23.6	24.2
ES	45.9	52.6	52.9	57.0	79.4	73.7	69.7	72.3	20.6	33.3	35.8	43.5	59.2	59.4	59.2	58.9
FR	43.6	52.4	55.1	68.2	52.4	64.1	70.8	77.1	29.0	41.2	43.2	70.2	54.6	54.6	54.6	58.4
HR	27.4	28.4	27.3	28.5	45.3	40.2	40.0	38.7	20.0	24.8	22.2	19.0	22.8	22.9	22.9	31.6
IT	16.1	25.2	29.4	45.3	23.5	31.7	35.8	47.4	3.7	10.6	14.8	44.7	47.8	47.8	47.8	43.7
CY	16.4	15.4	17.4	24.7	23.6	30.1	30.2	25.8	7.2	4.7	6.8	22.6	26.0	25.9	25.7	25.8
LV	34.8	34.8	37.9	39.0	36.8	38.1	43.7	40.5	38.8	37.5	42.1	44.2	29.5	29.5	29.5	33.2
LT	37.3	32.9	27.7	36.6	35.1	34.0	34.8	40.0	33.0	23.7	13.9	30.1	44.7	44.3	44.2	40.9
LU	36.2	25.6	34.9	43.5	42.7	45.3	47.6	51.1	15.4	5.2	12.5	23.5	71.8	71.5	71.2	68.2
HU	16.3	23.5	21.9	18.7	20.3	16.1	15.9	14.3	10.0	37.8	31.0	22.1	21.4	21.4	21.5	20.9
MT	27.8	20.9	25.0	27.4	31.5	30.0	29.1	30.5	27.9	12.4	21.9	24.4	24.3	24.5	24.6	27.5
NL	40.3	56.9	56.6	52.9	69.4	69.5	66.0	70.6	14.4	40.4	41.8	33.1	65.7	65.8	65.8	63.4
AT	29.5	28.4	30.8	34.9	59.4	60.3	60.3	59.1	10.7	9.3	11.8	17.4	40.5	40.7	40.8	41.1
PL	26.3	30.6	34.8	35.1	32.1	36.6	43.5	46.1	19.9	27.5	33.8	38.2	28.5	28.6	28.6	24.4
PT	22.2	34.9	29.7	33.9	36.1	41.9	42.4	48.7	6.1	20.4	12.6	16.4	49.9	49.6	49.3	48.9
RO	30.7	30.8	28.8	33.2	25.3	23.5	26.5	32.9	25.8	28.0	20.4	21.4	44.4	44.4	44.4	51.8
SI	36.5	41.1	51.5	60.6	28.2	44.5	46.3	65.4	33.7	29.9	56.4	61.5	51.4	52.3	52.3	55.3
SK	26.9	29.5	25.4	23.1	28.2	31.0	28.4	29.0	28.6	34.1	23.7	14.6	24.2	24.3	24.4	29.1
FI	68.4	69.1	73.2	65.3	81.2	86.1	86.3	84.8	54.1	52.5	62.0	47.6	72.8	73.1	73.2	68.9
SE	74.1	77.8	75.2	79.5	89.9	92.1	93.0	93.9	52.1	58.7	52.6	60.8	86.9	87.1	87.1	87.8
UK	51.4	42.4	42.0	53.0	48.5	47.5	45.7	53.0	40.0	22.9	23.0	40.8	70.1	70.2	70.2	68.8

Country	Ranks															
	Domain of power				Political				Economic				Social			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BE	9	7	8	8	7	6	5	8	18	10	8	14	12	12	12	11
BG	5	8	9	7	10	10	10	13	7	13	12	5	6	6	6	6
CZ	17	16	16	26	21	24	22	22	13	15	14	28	19	19	19	19
DK	3	3	3	4	6	3	3	6	3	3	4	4	9	9	9	9
DE	14	11	10	9	5	9	9	5	22	22	11	10	14	14	14	14
EE	23	26	26	22	16	18	21	17	14	20	18	19	28	28	28	27
IE	15	12	12	12	20	21	18	20	20	19	15	12	3	3	3	2
EL	25	25	25	27	25	19	23	23	24	23	22	27	25	25	25	26
ES	6	5	6	6	3	4	6	4	15	9	9	9	8	8	8	8
FR	7	6	5	2	9	7	4	3	9	4	5	1	10	10	10	10
HR	20	21	22	21	12	15	17	21	16	16	19	23	26	26	26	21
IT	28	23	19	13	27	22	19	15	28	25	23	7	15	15	15	16
CY	26	28	28	24	26	25	24	27	26	28	28	20	22	22	22	24
LV	13	14	13	15	14	16	14	18	5	7	6	8	20	20	20	20
LT	10	15	21	16	17	20	20	19	8	17	24	16	16	17	17	18
LU	12	22	14	14	13	12	11	12	19	27	26	18	4	4	4	5
HU	27	24	27	28	28	28	28	28	25	6	13	21	27	27	27	28
MT	19	27	24	23	19	26	25	25	11	24	20	17	23	23	23	23
NL	8	4	4	11	4	5	7	7	21	5	7	15	7	7	7	7
AT	18	20	17	18	8	8	8	10	23	26	27	24	18	18	18	17
PL	22	18	15	17	18	17	15	16	17	14	10	13	21	21	21	25
PT	24	13	18	19	15	14	16	14	27	21	25	25	13	13	13	15
RO	16	17	20	20	24	27	27	24	12	12	21	22	17	16	16	13
SI	11	10	7	5	22	13	12	9	6	11	2	2	11	11	11	12
SK	21	19	23	25	23	23	26	26	10	8	16	26	24	24	24	22
FI	2	2	2	3	2	2	2	2	1	2	1	6	2	2	2	3
SE	1	1	1	1	1	1	1	1	2	1	3	3	1	1	1	1
UK	4	9	11	10	11	11	13	11	4	18	17	11	5	5	5	4



Table 8: Scores of the domain of health and sub-domains, and rank, by EU Member State, 2005, 2010, 2012 and 2015

Country	Scores (points)															
	Domain of health				Status				Behaviour				Access			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	85.9	87.2	87.2	87.4	88.5	91.1	91.1	91.2	75.4	75.4	75.4	75.4	95.1	96.6	96.5	97.1
BE	86.3	86.5	86.4	86.3	92.1	92.6	93.4	93.3	70.3	70.3	70.3	70.3	99.2	99.3	98.1	98.0
BG	72.6	75.3	75.8	76.4	86.6	88.1	88.4	88.1	52.3	52.3	52.3	52.3	84.4	92.6	94.1	96.9
CZ	84.6	85.7	85.7	86.0	86.7	89.1	89.0	89.6	72.3	72.3	72.3	72.3	96.7	97.9	98.0	98.2
DK	91.1	90.3	90.2	89.6	94.3	92.2	92.6	91.6	81.7	81.7	81.7	81.7	98.2	97.8	96.9	96.2
DE	86.6	89.3	89.4	90.5	87.5	90.4	90.2	91.8	80.9	80.9	80.9	80.9	91.9	97.5	97.9	99.7
EE	81.0	82.7	82.1	81.5	80.7	83.4	83.2	84.1	70.1	70.1	70.1	70.1	93.7	96.8	94.7	91.9
IE	90.4	90.7	90.4	90.6	95.3	96.5	96.5	96.8	79.0	79.0	79.0	79.0	98.1	98.0	97.0	97.3
EL	84.6	84.3	83.9	83.1	94.0	94.1	93.5	93.4	66.6	66.6	66.6	66.6	96.6	95.7	94.8	92.3
ES	88.1	88.6	89.1	89.6	90.8	92.4	93.6	93.2	78.6	78.6	78.6	78.6	95.8	95.7	96.2	98.3
FR	86.9	86.7	86.8	87.1	90.9	91.0	91.6	91.6	74.0	74.0	74.0	74.0	97.5	96.8	96.6	97.6
HR	81.4	81.5	82.8	83.3	84.7	85.1	85.7	86.4	68.3	68.3	68.3	68.3	93.1	93.1	97.0	97.8
IT	85.8	86.3	86.5	86.3	89.4	91.1	91.3	91.3	74.2	74.2	74.2	74.2	95.3	94.9	95.5	94.8
CY	85.8	86.4	87.1	88.2	91.3	93.7	94.4	95.5	73.0	73.0	73.0	73.0	94.8	94.4	96.0	98.4
LV	73.8	77.3	77.9	78.4	74.6	80.0	80.5	79.8	65.5	65.5	65.5	65.5	82.3	88.3	89.7	92.3
LT	77.6	80.4	79.6	79.1	76.9	81.9	79.7	78.5	64.8	64.8	64.8	64.8	93.8	98.1	97.7	97.5
LU	89.2	89.8	90.0	89.0	92.9	93.8	94.4	92.0	78.5	78.5	78.5	78.5	97.5	98.3	98.4	97.7
HU	82.4	85.4	85.9	86.0	80.1	84.2	85.9	85.8	76.8	76.8	76.8	76.8	91.0	96.3	96.0	96.5
MT	90.7	90.6	91.6	91.8	93.6	93.8	95.3	95.6	81.7	81.7	81.7	81.7	97.6	97.0	98.6	99.0
NL	89.7	90.3	89.7	89.9	93.1	93.6	91.8	91.7	79.3	79.3	79.3	79.3	97.7	99.2	99.3	99.9
AT	91.4	91.1	91.5	91.7	91.1	91.0	91.7	91.3	84.6	84.6	84.6	84.6	99.1	98.1	98.8	99.8
PL	80.6	81.6	81.7	82.2	84.9	85.8	85.9	86.6	67.9	67.9	67.9	67.9	90.9	93.4	93.6	94.5
PT	83.8	84.3	84.4	83.6	82.3	83.3	84.6	82.6	75.5	75.5	75.5	75.5	94.9	95.2	94.2	93.9
RO	69.5	69.9	70.2	70.4	88.0	87.9	88.5	88.6	42.5	42.5	42.5	42.5	89.7	91.6	92.1	92.9
SI	86.3	86.8	87.3	87.7	85.0	86.3	87.9	89.1	75.9	75.9	75.9	75.9	99.9	99.8	99.8	99.8
SK	83.5	84.8	85.0	85.3	83.2	85.4	86.1	87.4	73.1	73.1	73.1	73.1	95.9	97.6	97.5	97.3
FI	89.2	89.5	89.3	89.7	89.2	90.5	90.2	91.1	81.9	81.9	81.9	81.9	97.0	96.6	96.4	96.8
SE	91.7	93.2	93.0	94.1	93.4	95.7	95.7	97.4	89.3	89.3	89.3	89.3	92.3	94.5	94.2	95.8
UK	93.1	94.1	93.7	93.1	93.9	95.6	94.3	93.7	88.5	88.5	88.5	88.5	97.0	98.4	98.4	97.5
Country	Ranks															
	Domain of health				Status				Behaviour				Access			
	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015	2005	2010	2012	2015
EU-28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BE	14	14	16	15	9	9	9	7	20	20	20	20	2	2	7	9
BG	27	27	27	27	19	18	19	20	27	27	27	27	27	26	25	17
CZ	17	17	18	17	18	17	17	17	19	19	19	19	12	9	8	8
DK	4	6	6	9	2	11	10	12	6	6	6	6	4	10	14	20
DE	12	10	9	6	17	16	15	10	7	7	7	7	23	12	9	4
EE	23	22	23	24	25	25	26	25	21	21	21	21	20	15	22	28
IE	6	4	5	5	1	1	1	2	9	9	9	9	5	8	13	15
EL	18	20	21	22	3	4	8	6	24	24	24	24	13	18	21	27
ES	10	11	11	10	13	10	7	8	10	10	10	10	15	19	17	7
FR	11	13	14	14	12	13	13	13	16	16	16	16	9	14	15	12
HR	22	24	22	21	22	23	24	23	22	22	22	22	21	25	12	10
IT	15	16	15	16	14	12	14	14	15	15	15	15	16	21	20	22
CY	16	15	13	12	10	7	5	4	18	18	18	18	18	23	18	6
LV	26	26	26	26	28	28	27	27	25	25	25	25	28	28	28	26
LT	25	25	25	25	27	27	28	28	26	26	26	26	19	6	10	13
LU	8	8	7	11	8	5	4	9	11	11	11	11	8	5	5	11
HU	21	18	17	18	26	24	23	24	12	12	12	12	24	17	19	19
MT	5	5	3	3	5	6	3	3	5	5	5	5	7	13	4	5
NL	7	7	8	7	7	8	11	11	8	8	8	8	6	3	2	1
AT	3	3	4	4	11	14	12	15	3	3	3	3	3	7	3	2
PL	24	23	24	23	21	21	22	22	23	23	23	23	25	24	26	23
PT	19	21	20	20	24	26	25	26	14	14	14	14	17	20	24	24
RO	28	28	28	28	16	19	18	19	28	28	28	28	26	27	27	25
SI	13	12	12	13	20	20	20	18	13	13	13	13	1	1	1	3
SK	20	19	19	19	23	22	21	21	17	17	17	17	14	11	11	16
FI	9	9	10	8	15	15	16	16	4	4	4	4	11	16	16	18
SE	2	2	2	1	6	2	2	1	1	1	1	1	22	22	23	21
UK	1	1	1	2	4	3	6	5	2	2	2	2	10	4	6	14



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